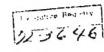
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2 8 JUN 1972

Dear			

As you reach the end of your active career of Government service. I want to join your friends and colleagues in wishing you continued success and satisfaction in your retirement.

You have been privileged to face the challenge of important responsibilities during your more than twenty-five years of service to your country. The success with which you have met this challenge should be a source of lasting gride to you.

hisy I extend to you, personally and officially, my sincere appreciation for the important work you have done and my warmest hopes that you will find full enjoyment to the years shead.

Sincerely,

ent Richard Bolom

Kichard Holms

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30 June 1972

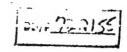
SUBJECT:	Retirement.	-		:	
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1. Th	a retirement	of Subject,	, effected	as a resul	: 01 a
memorandu	m from the He	ad of his (Career Se	rvice stati	r. that
he is surplu	s to the needs	of the Ser	vice and	that his ret	icemen
will be reco	mmended to th	e Directo	r under th	u provisio	es of th

MEMORANDUM FOR THE RECORD

- memorandum from the Head of his Career Service stating that he is surplus to the needs of the Service and that his retirement will be recommended to the Director under the provisions of the CIA Retirement and Disability System pertaining to involuntary retirement, in no way implies an adverse action. Subject signed an application for retirement of his own volition in order to qualify for an immediate retirement annuity. The liberalized criteria for such separations was established by the Agency to parallel similar actions under the Civil Service Retirement System in accordance with FPM Letter No. 831-23, dated 10 December 1969.
- 2. Any inquiry received concerning the nature of the separation of Subject from the Agency should be confirmed simply as a retirement.



Retirement Affairs Division



1 2 MAY 1972

MEMORANDUM F	FOR:	·
SUBJECT	: Involuntary Re and Disability	tirement Under the CIA Retirement System
problem of a surpi to new reduced cel At that time you in	lus in your career se iling and the consequent idicated your willings	s discussion with you concerning the rvice of on-duty strength in relation ent need to effect a reduction in personnel. ess to assist your career service in by accepting involuntary retirement.
involuntary retirer to the needs of you the Director, effect 3. Turge y Personnel, where of	ment under CIARDS, r career service and ctive 30 June 1972.	establish the necessary conditions for a lawe determined that you are surplus will recommend your retirement to irement Affairs Division, Office of ade to provide whatever information ag for your proposed retirement.
and assistance you	may need in prepara	ig tot your proposed retrement.
	A	Thomas H. Karamessines Deputy Director for Plans
NOTED: 19 Ju	ine 1972	

SECTE

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CIA RETIREMENT AND DISABILITY SYSTEM Request for Retirement

Reasons for recommending disapproval IV. Retirement Board			***************************************				
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5 May 1970 -

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MEMORANDUM FOR: Secretary, CSCS Board
SUBJECT : Recommendation for Promotion to GS-17 -
1. It is recommended that be pro-
moted to GS-17. He has been in grade as GS-16 since June 1965 and has served as COS in since August 1967. His
previous assignment was as Deputy Chief, SB Division.
2. The reasons for this promotion are amply covered in my fitness report of this same date. I have just returned from an
extensive trip through the European area, during which I had a chance to see and talk with a very large number of officers
of two whom I am recommending for promotion as a result. He is
one of our very finest station chiefs, possessed of imagination, intellect and ability personally to handle operations which very
few of his colleagues can match. He is one of those on whom the future of the Organization is going to depend, and I believe
that the promotion is more than justified.
/s/
Chief European Division
European Division
13 August 1970
Acting Chief, EUR Division, confirmed this nomination for the
Fall 1970 Review.
·
Secretary, Clandestine Service
Not Promoted by Career Service Bd (SCS Boned Fill Comm
Dep 70: 63
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MEMORANDUM FOR: Director of Central Intelligence
THROUGH : Deputy Director for Plans
SUBJECT : Appointment of as Chief of Station,
1. The appointment of as Chief of Station, effective on or about 15 June 1967, is recommended. Mr. Bagley would replace
2. has been an employee of the Agency since
July 1950, and 18 presently assigned as an Operations Officer, Deputy Chief, Soviet Bloc Division, GS-16. A biographic profile, including information regarding his Agency experience and training, is attached.
Rolfe Kingsley Chief
European Division
1 Attachment Biographic Profile (Parts 1 & 2)
Deputy Director Flans Date
The recommendation in paragraph 1 is APPROVED:
Director of Central Intelligence Date



3 October 1966

NEWORANDUM FOR:	Mr.
	Seciency
	Clandestine Services
	Career Service Board
~	`
SUBJECT:	Mr.
	Promotion to GS-17
1.	was promoted to GS-16 on 6 June 1965. as Chief, CI Group, SR Division. On
At that time he w	as Chief, CI Group, SR Division. On
1 September 1965	he was appointed Deputy Division Chief.
SR Division: As	his fitness reports attest, his perform-
ance in that posi	tion was outstanding and when in May 1966
the Soviet Bloc D	ivision was created he was named Deputy
Division Chief of	the new Division.
2. Thore i	s little that need be added to previous
fitness reports i	n my evaluation of current
performanco. It	continues to be that of a dedicated and
gifted officer who	ose energies and extensive substantive
knowledge make a	vital contribution to one of the top
priority programs	of the Claudestine Services Much more
important, in cons	sidering for promotion to the
next level of the	sidering for promotion to the supergrades, is his potential for addiresponsibility. He would be capable now
tional growth and	responsibility. He would be canable now
of taking charge	of a field station, particularly one with
	With time (he is forty-one) he will
be capable of assu	uming the senior position in any division
or staff in the CS	8. He is clearly one of the outstanding
officers in our se	ervice.
•	4
	. Tavia L. Murphy .
	Chief, Soviet Bloc Division
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Tel approud by 3505 Board

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DD/P 6-1089 16 March 1966

MEMORANDUM FOR: All Staff and Division Chiefs

SUBJECT

Appointment of a Clandestine Services
Career Trainee Selection Board

1. A Clandestine Services Career Trainee Selection Board (hereafter called The Board) is hereby appointed, composed of the following officers:

Member Member Chairman Member Member

- 2. The Board will review all files and assessments of CTs who have finished the Operational Fastliarization Course, and who are candidates for admission to the Clandestine Services. The Board will interview each candidate and, after due deliberation, will either accept or reject the CT for service in the Clandestine Services. Rejection by The Board will preclude the attendance by the CT at the Operations Course. CT's so rejected will be turned back to the CIA Office of Personnel for disposition.
- 3. In interviewing the CT candidate The Board will:
 - a. Attempt to determine the CT's motivation and suitability for service in the CS.
 - b. Evaluate the CT's training to date based on his record in the Introduction to Communism, Agency Orientation, Introduction to Intelligence Techniques and the Operational Familiarization Course. If the CT has served in an attached capacity with one of the Staffs or Divisions upon completion of the OFC, the assessment of that Staff or Division on the CT's performance and potential will be taken into consideration on his overall evaluation.
 - c. Review the CT's assessment by the A & E Staff.

- d. Attempt to determine the following:
- (1) The CT's willingness to serve overseas as directed by the CS.
- (2) The mobility and suitability of the CT's family, if any, for overseas service.
- (3) What future does the CT foresee for himself in the CS. Where does he want to go; where does he think he is going.
- (4) Any reservation the CT may express or imply as to his participation in the Special Operations Course.
- (5) Such other items—as—The Board may consider relevant in the interview of specific candidates.
- o. Prepare a Memorandum of Record expressing the opinion of The Board and any observations or recommendations The Board may wish to record on its interview of the CT. Such M/R will become a part of the permanent file of the CT.
- 4. The Board will meet beginning on April 13, 1966, in Room 3-C-28, for half days, and will continue until all CT's are interviewed. The Chairman may call for such additional sessions as are necessary to complete The Board's work.
- 5. DDP/TRO will act as Secretary to The Board and will be responsible for coordination with OTR to ensure the presence of the CT's for the interview and that appropriate assessment records in the hands of OTR are available to The Board.
- 6. CSPS will provide administrative support to The Board, and will ensure that $CT^{\dagger}s$ now attached to the Staffs and Divisions are present for the interview and

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that the assessment by the Staffs and Divisions is available to The Board.

7. The method of CT selection outlined above supersedes previous selection procedures employed by the CS in determining CT acceptance into the CS.

> Desmond FitzGerald Deputy Director for Plans

pistribution:

2 - each Staff & Division Chief

1 - each DDP Training Officer

1 - each DDP Scnior Training Officer

1 - DC/FI

1 - DC/SR

1 - C/SOD

1 - DC/CA

1 - DC/WE

5 - C/CSPS (for file)
1 - Director of Training

1 - Deputy Director of Training1 - Chief, Career Trainee Program

1 - COS/Isolation

S E C k E T (When Filled In)

14 July 1966

MEMORANDUM FOR:

THROUGH

: Head of C8 Career Service

SUBJECT

Notification of Designation as a Participant in the CIA Retirement and Disability System

My recent memorandum on the above subject informed you that I had determined that you met the criteria specified in HR 20-50 for designation as a participant in the CIA Retirement and Disability System. On the basis of this determination and your recently executed election to remain in the System, your designation as a participant was made effective 3 July 1966.

Emmett D. Echols
Director of Personnel

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EVES UNITY

27 October 1964

MEMORANDUM FOR: Secretary Clandestine Services Carcer Service Board SUBJECT: Promotion to GS-16 1. is without question among the best qualified of the senior officers in SR Division and is also one of the most competent officers in the Clandestine Services as a whole. Few have had his preparation or his experience in the Soviet Bloc aspects of this field. After entering on duty in 1950 he was assigned In 1962 he was appointed Chief of SR Division's CE element. Under his direction the CE effort of the Division took on entirely new dimensions. Because of Mr. marvelous combination of CS experience, substantive and enthusiasm, the Group has become one knowledge and enthusiasm, the Group has become one of the most effective and highly motivated units in the Division. The Group has developed a high level of substantive specialization which it applies to CS coverage

of throughout the world. At the same time, a large percentage of the Group's best officers have been committed full time to a special operation of great value and significance. The ability of

of |

to absorb this workload stems not only from Mr.

capacity for professional guidance but his effectiveness in leading and inspiring those under him.

3. record to date reveals a high degree of specialization in yet it would be misleading indeed to conclude that his professional interests and potential are confined to this field. His contributions to the broader problems of have been invaluable particularly in the way in which he has suggested new techniques for attacking abroad.

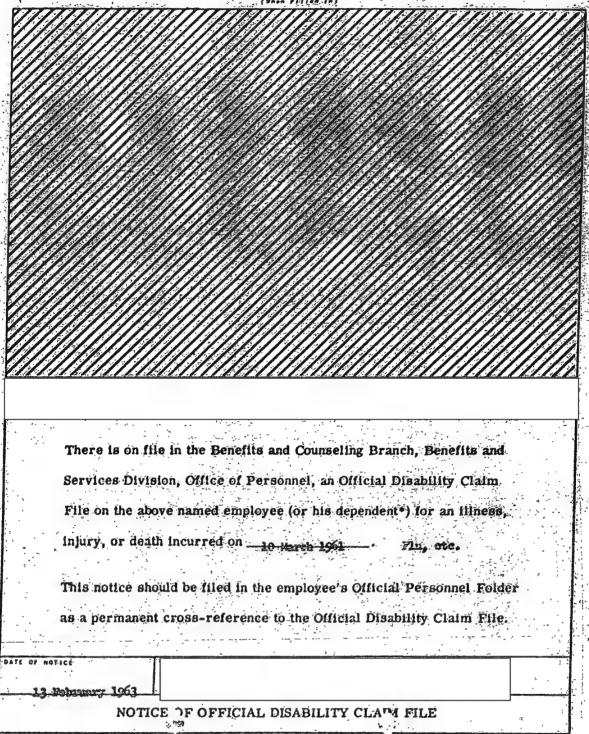
4. I consider an outstanding officer to whom the Clandestine Services will turn for the exercise of still greater responsibilities in the future. He is fully qualified for promotion to GS-16. I urge that he be promoted now in recognition of the work he has done so far and the potential he possesses for a productive career at the top level of Clandestine Services officers.

David E. Murphy Chief, SR Division

EVES BULY

SECRET There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim File on the above named employee (or his dependent*) for an illness, injury, or death incurred on was march up. This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File: NOTICE OF OFFICIAL DISABILITY CLAIM FILE SECRET 12-59 1076 --- ------- -------

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63-110 There is on file in the Benefits and Counseling Branch, Benefits and Services Division, Office of Personnel, an Official Disability Claim-File on the above named employee (or his dependent*) for an illness, injury, or death incurred on a James 1963 This notice should be filed in the employee's Official Personnel Folder as a permanent cross-reference to the Official Disability Claim File. DATE OF HOTICE NOTICE OF OFFICIAL DISABILITY CLAP4 FILE

DODS 63-397

10 October 1963

MEMORANDUM FOR:		
	Chief, CI Branch, SR Divis	ion
SUBJECT:	DODS-Sponsored Orientation for Contact Division Field	
I wish to	express my appreciation for	
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Your prese	itation stood out as one of	the highlights
	d received unanimous commer	
the OO/CD officer	-trainees. Your able expos	ition on a mos
important subject	contributed heavily to the	success of
the program and	s indeed much appreciated.	
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(When Pilled In)

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h. A mature appearance, an especially mature manner, and an excellent social presence have enabled Subject to move freely in the local scene. We consider him an extremely valuable senior case officer, and recommended manimously that he be presented to B-12 at a recent meeting of the Promotion

John M. Paloy

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STANDARD FORM 127

APRIL 1921

PRESCRIBED BY GENERAL
SERVICES ADMINISTRATION
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REQUEST FOR OFFICIAL PERSONNEL FOLDER

1: DATE OF REQUEST

Submit in duplicate to the Pederal Records Center, St. Louise Mo. SECTION I-TO BE COMPLETED BY REQUESTING OFFICE General Services Administration Records Management Service, Region 6 Federal Records Center 1724 Locust Stroot St. Louis 3, Mo. S. FORMER PEDERAL EMPLOYING OFFICE (Agency, bureau or organisms; address, and dates of employm Lept. of State 1/15/48 to 11/30/48 (If formerly employed by agencies in addition to above; list under item 7) E PERSONNEL FOLDER ACTION (Chack appropriate how).

CUBREATLY EMPLOYED. REQUEST TRANSMISSION OF FOLDER COVERING PREVIOUS FEDERAL EMPLOYMENT PORTPORTATION. 7. REMARKS SECTION II-FOR USE BY FEDERAL RECORDS CENTER, ST. LOUIS, MO. CONCOLIDATE ATTACHED PAPERS WITH FOLIDE PROCESSELY-& FLAGGED, FOLDER-TO BE-FORWARDED WHEN LOCATED . FÖLDER PREVIOUSLY RÉQUESTED IS ENCLOSED b. FOLDER ENCLOSED 1. FOLDER FORWARDED ON A LOAN BASIS IN LIEU OF INFORMATION REQUESTED 12 EXPLOYEE IS REHIRED, FOLDER SHOULD BE RETAINED BY YOUR ASSINGY c. FOLDER HOT LOCATED 9. REMARKS NOTE. Original will be used as charge out by Federal Records Conter. Duplicate will be returned as transmittal sheet when appropriate. TO: Requesting agency will type name and address of office submitting request in address box. To be used to mail folder or reply. ADDRESS: ATTN: L

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6 August 1956

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Attachment: LICI Name deted 10 May 1955

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Director of Personnel

Chief, Personnal Security Division

COPICE

18 Hay 1955

MANORANDOM FOR THE RECORD

The request of for purission to remain more purission to remain more purission to the followings

- 1. Subject's immediate supervisor will be notified by cable to counsel with subject regarding the serious effect the sarriage will have in impairing what otherwise appears to be an outstanding saroer with this agency. Subject, although young, has desconstrated exceptional ability and great promise and has been promoted well ahead of others of his age bracket. Based upon his actions to date, it would appear subject might ultimately expect to attain a position of considerable importance and responsibility in this Agency, if no inherent limitations develop. The proposed marriage places such a limitation on the use of subject, not only in particular parts of Europe, but in Headquarters as well. Certain elementary required of high level employees of the Legacy will be difficult to obtain if this marriage is contracted, and the limitations on the type of assignments which will be available to him will not enhance his career development.
- 2. After receiving this counsel and giving it consideration, if subject continues in his desire to marry and contracts the marriage, he will be removed from Austria as soon as he can conveniently strange for his spouse's visa. Following the marriage, he shall be withdrawn from the more sensitive elements of the Station's business.

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C. P. CABELL Lieutement Ceneral, USAF Deseuty Director

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SEGNET

Attas Korman R. Patervill Chief of Lission, Austria

Administrative/Ferromel

Promotion Recommendations

Kindly advise us of the status of the following recommendations for premotion submitted by this Rissians

(Eave 6376, 19 March 1 (EAVA 6661, 15 April 1 (FAVA 7068, 11 May 195

Meeter A. Fairfield

Distribution

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SECHET

APPLICATION FOR MEMBERSHIP IN THE CAREER STAFF

To the Chie	of, KUBARK			e de la compansión de l
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I submit herewith my application for membership in the Career Staff defined below:

"The Career Staff is a group of carefully selected and trained individuals who accept an obligation to devote themselves to the needs of the Organization, and who intend to make a career with the Organization."

In accordance with this definition, I desire to devote myself to the faithful performance of duty in the Organization, and l'accept the obligations and conditions of that service which are determined to be essential to the furtherance of its mission.

I am aware of the many restrictions necessarily placed upon me by virtue of the security requirements inherent in my employment by the Organization. I am also aware that as a member of the Career Staff, it will be my obligation to serve anywhere and at any time and for any kind of duty as determined by the needs of the Organization and I have been assured that in order to carry out this policy, full consideration will be given to my particular capabilities, interests, and personal circumstances. By virtue of this application for membership and upon my acceptance in the Career Staff, I am assured that, with continuing satisfactory work performance and conduct on my part, just and equitable attention will be accorded my personal progress during my tenure in the Career Staff. I am also assured that, on my satisfactory completion of any assignments, I will be offered reassignments which are compatible insofar as possible with my abilities and career interests, and that I shall be entitled to the benefits now available or to be made available in the future to members of the Career Staff of the Organization.

MEMBERSHIP IN THE CAREER STAFF APPROVED, TO TAKE EFFECT1_JUL_1954-		Signature)
FOR THE CHIEF, KUBARKI EXECUTIVE DIRECTOR KUBARK SELECTION BOARD		(Date)
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	Chief, FE		12 1	vy 1954
	Attn: Chief of Mission, Austria			EAPOE
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4. A mature processance,

h. A mature appearance, an especially nature manner, and an excellential presence have enabled Subject to move freely in the local scene. We alder him an extremely valuable neuter case of ficer, and recommended simously that he be promoted to E-12 at a recent meeting of the Promotion

John M. Paley

Distribution

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CLACSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

16 SEP 53

SECRET

in 18333

TO:

DIRECTOR CIA

FROM:

SH REP VIENNA

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15572 16 EP 53

INFORMATION FI /ADIAIN, PP 2, DD/P-ADMIN, FO 3, LO/TO 2, PEPS/2, FI/AI 2

VIEW 0958

TO: DIR

MILION

APPIVED 15 SEPTEMBER 53.

END OF MESSAGE



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COPY NO.

CLASSIFIED MESSAGE CENTRAL INTELLIGENCE AGENCY 16-SEP 53. IN 18935 TO: DIRECTOR, CIA FROM: SI REP VIENNA HOUTINE ACTION: EE 6 15572 16 EP 53 INFORMATION: FI /ACLIIN, PP 2, UD/P-ADMIN, FD 3, LO/TD 2 PERS, 2, FI/AI 2 VIEN 0858 TO: DIR VENTIN APPIVED 15 SEPTEMBER 53. END OF MESSAGE

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COPY NO.

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SECHET

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Security Information

Date: 2 Sapt 53

Control Intelligence Agency 2430 E Street, N. W. Washington, D. C.

Centlemen:

- 1. In accordance with the policy of this agency, it is understood and agreed by me that I shall be required to serve a minimum term of two years from the date of my arrival at my oversoas post of duty, unless to miliated by the Covernment for its convenience. If the assignment is terminated at my request in less than twenty-four menths, the following shall prevail:
- (a) If I resign in less than twolve months from the date of my arrival at my overseas post of duty, I shall ruimbured CIA for all travel expenses involved in the transportation of myself, my immediate family, household goods, and personal effects and automobile to the foreign station, and pay all such expenses for return to the United States.
- (t) If I resign between the twelfth and twenty-fourth month from the date of my strivel at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, household goods, and personal effects and automobile to the United States.
- 2. Part (a) above shall not apply to employees who have served in a departmental position with CIA or who have served an overseas tour of duty with CIA, and in such case part (b) only shall apply, amended to read: "If I desire to terminate or return to the United States prior to the expiration of twenty-four senths from the date of my arrival at my overseas post of duty, I shall pay all expenses for the travel and transportation of myself, my immediate family, Lousehold goods, and personal effects to the United States".

Witness:						
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SECRET Security Information



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FORM NO. 36-154 MAR 1953 36-154

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SPECIFY AIR OR SEA POUCH SECRET SBH/nPD SUBUECT: GENERAL Administrative seggiete Transferred Teare -1. Form 1150 concerning subject was forwarded is forwarded to leadquarters for appropriate action

Subject had no break in service.

Attachment as noted

Distribution: 2 DE 1 Grewer

l Cratlas L'Adrin

1 File 201

CLASSIFICATION

INCOMING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY.

SECRET

VIENNA "

ROUTINE

SPECIAL OPERATIONS

19 JUN 51

FDM (1-2-3)

IN 45599

HD (4), AD/SO (5), ADMII (6), PDC/7), CFD (8-9-10),

VIEN 5632

TO: WASHE CITES VIEWE



ARRIVED VIEHIN PCS 15 JUNE 51

file

May 25, 1951 PL 724 79th Political Officer Assistant Attache Vienna. 755-9 \$4:290.00 1AL-2092120 VA-138-a INDEF

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21. Nay 1951

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Sharm No. 25-8

OUTGOING CLASSIFIED MESSAGE

CENTRAL INTELLIGENCE AGENCY

Pice No.

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ROUTINE

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SPECIAL OPERATIONS

15 MY 51

CONFERNATION POC (1)

OUT 51984

INFORMATION: AD/SO (2), FOM (5), S/C (4-5-6), ODP (7)

Puraphrase Hat Required. Handle as SECRET Correspondence per Pars. 51 (1) 604 AR-140-8

WASH 41779

TO: VIENE

CITE DASH

RE: MAY-W 3292

SUBJECT OF REFERENCE IS

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H. LITTLE

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BELEASING OFFICER

QUIGINATING AND COURDINATING OFFICERS

AUTHENTICATING OFFICER

TOD:

SECRET

COPY No.

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W10-2-8 1951

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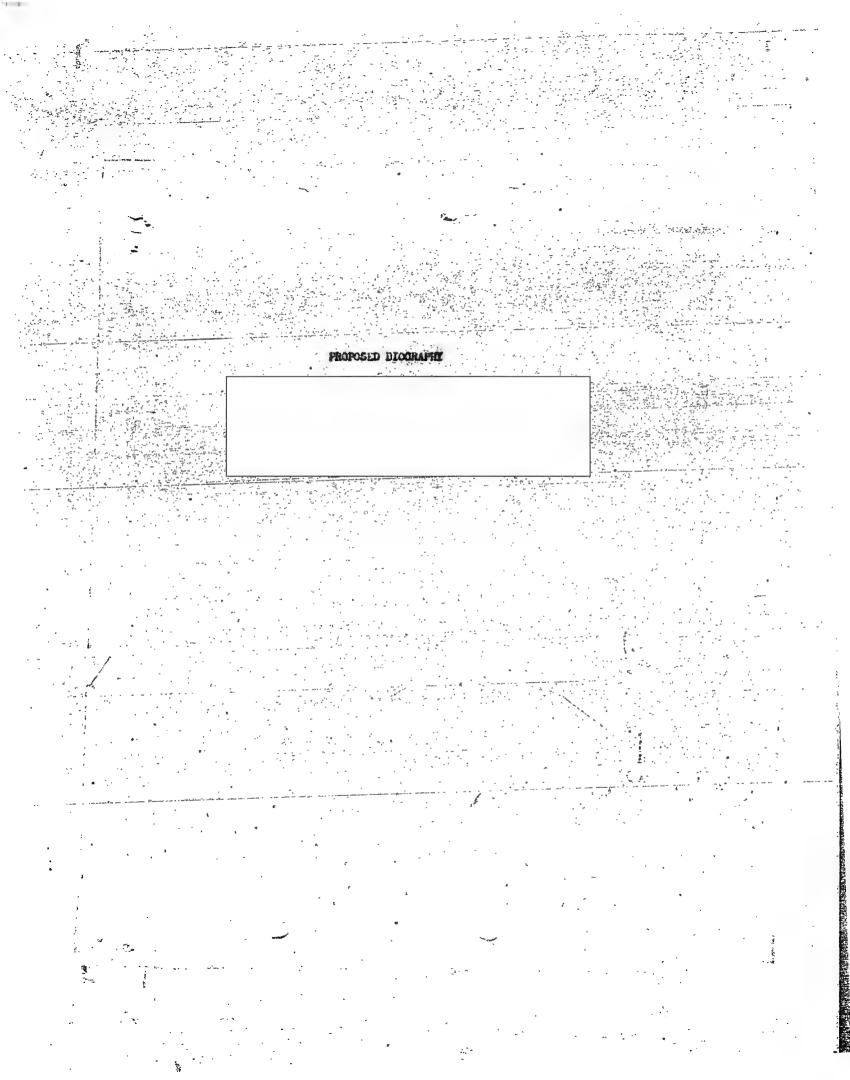
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er- OBJELE -

SECRET

OCCUPATIONAL EXPERIENCE: July 1950 to Present - Intelligence Officer, Control Intelligence Agency, Machington, D. C.

SECRET



TO:	
FROM:	TOR A CONTRACT OF THE STATE OF
SUBJECT:	Request for Designation -
It	is requested that necessary steps be taken to obtain
7.1	designation for the following employee:
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- '	
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- '	

zabeth C. Dunley Chief, FDM

TORK . ALTO . L. POTT 178 COAD MOE town 10 #970 Sponsor Sponsor Name: Percei (Opo) Gracio a Salier 15-9 Request for Title from Division. Physical (State). Title Requested Uper Consul Replacement for F.W - 9 84470 Clared. Rest attacks (Political acquest to UISS 19 Move 1 1951 Robert to The Calle Paro to 1 5 /6 2 6 5 / # 363 baspeven sent 19 march 1151 Enysical a Inoculations IS- 890 recel Form 37-41 propayed R. & D Report _ 6 1& Contract offened Ib-terior Internitional Courtestante Form OSP-3h to individual Disting Info. Form 10P-3h received 5 March 51 Report Property and the second Mess and the second sec A Thearigh Four Life. (197-Jh) Form FS-319 Diffe Firmed Division STATE CLIMANAL Prysonicula 7 (3) (4 (1) 0) (4 (3) 7 (3) (4) (5)

SICRET

ייים קומנה עם כנונה

FROM: FIN SUBJECT:

It is sequested that subject be transferred from the German T/O to Slot No. 6 of the External Section "A" (Vienna). This is a temporary move. Adjustment will be made when the new Vienna T/O is approved.

ONLINE WINNOWNON	*	٠.,	5
- TO1 .			
PRON:			
SURJECT:			

DATE: 16 February 1951

For the convenience of the Department of State, it is requested that the appropriate socurity certification be propared and forwarded to the Department of State as soon as possible. The subject is to be assigned to Viole, Austrian

JOSEPH S. PYVI

SECRET



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6 Peteruary 1951

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Fors Clint. FIR

TRANSPURIATION ERANCH

22 January 1951

Oversees Brench, ID Assistant Director, Special Operation mon Pareign Traval Reques a remorted that correctate traval orders be found for to proceed to the Paraign Travel Orders In intelligence Officer, CS-9, against POS/DAD Slot No. 53. Availability date to commence travel: Ih March 1951. Hode of travels Sea d. Requested deviation from most direct route and justifiestion therefor: Subject has requested and the Division has no objection, our (6) days' annual leave in Switzerland enroute to Station. Dependents to be authorized to travel: Ro Household effects to be enthorized! Yes Shipment of personal extendile to be authorised. Yes Special provisions: 3330 Traval advance of \$200.00 is requested. Fort Chief; FDH ACPROVED:

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PERSONNEL TRANSFER LETTER

6 January 1951

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- 2. The travel to your new station is to be accomplished as soon as practicable after receipt of proper Travel Orders. This transfer is not for your convenience or tenefit, or at your request, but in the best interests of the Government.
- 3. In accordance with the provisions of applicable agency regulations, and subject to the availability of funds, the shipment at Covernment expense of your household goods and personal effects, including packing, crating, unpacking, uncrating, drayage, and temporary atorage not to exceed ninety days, within the prescribed weight allowance, is authorized:
- 4. Subject to the availability of funds, the movement of your immediate family at Covernment expense is authorized in accordance with agency regulations.
- 5. Authorization for the shipment of a personally owned automobile at Government expense, when consistent with agency regulations, is hereby authorized.

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FORM NO. 37-11

SECRET



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Richard Halms Chief, Fixi

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APPROVED

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November 1950

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Advisory Council		Sout	h .	132
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processed for caployment with the Advisory Council on vouchered funds. These positions are not or unvouchered funds. The security classing a should be granted on this basis and should be forwarded to this office.

Office Minorandum . UNITED STATES GOVERNMENT

TO Deputy Personnel Officer

DATE: 15 September 1949

FROM : Chief, Personnel Security Division

SUBJECT:

Reference is made to your memorandum dated 24 August 1949 relative to Subject.

This is to advise that this office interposes no objection to the contemplated transfer of Subject from Vouchered to Unvouchered Funds in the Advisory Council.



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MEMORANDUM FOR	:	
THROUGH		Deputy Director for Plans
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- 1. The Honor and Merit Awards Board is pleased to notify you that the award named above will be conferred on you in recognition of the excellent service you have rendered this Agency. Security considerations relevant to the award are explained in the attached memorandum from the Office of Security.
- 2. The award will be presented to you at a ceremony to be held in the near future. Members of your family, Agency associates, and intimate friends who are aware of your Agency affiliation may attend the ceremony.
- 3. Invitations to the ceremony will be extended by the Executive Secretary, Honor and Merit Awards Board, Office of Personnel, extension 3645, room 412, Magazine Building. Please send to that office the names and phone numbers of the guests you would like to have invited, and indicate any dates on which you would not be available for such a ceremony.

Recorder

Honor and Merit Awards Board

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FORM 600 USE PRÉVIOUS ESSTION 8-58

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istrative, technical, or profession do thist movits, the award? Wi appropriate, include production	al delies and responsibilities if ac y was this outstanding when com- records and assistance rendered performance, Include reference t	of service during period for which recommend of covered in Section C; include dates of infor- pared to others of like grade and experience by other persons or units. What objecting we be fitness Reports, Letters of Commendation, or	loubivibal est bib tost (.leilor bae need 1: Freenstamussis to estifica tollised tollises at est etablos! Femorete tollises betefauerne
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the key officers responsible for the direction and control of some of the most sensitive operations then being conducted by the Clandestine Services. He carried out his responsibilities with skill and discretion, and the ability to stand up under repeated periods of heavy pressure.

S	R.	in March 1967 was assigned as Chief of Station.
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		entire career has been characterized by
		consistent excellence of his performance in each assign- of increasing responsibilities that he has undertaken.
He	.i.	s recognized as one of the top Soviet operations
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		of his twenty-two year career working in the most itive and complex areas of intelligence work. We regret
hi	.ŝ (decision to retire for personal reasons and the loss of
		experience and expertise to the Clandestine Service. It
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an	d c	lemanding responsibility be awarded
th	e i	intelligence Medal of Merit.

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"PAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 92-210 AND EXECUTIVE ORDER 11637 PURSUANT TO AUTHORITY OF DCI AS PROVIDED IN THE C1A ACT OF 1749, AS AMENDED, AND A DCI DIRECTIVE DATED 8 OCTUBER 1962"

EFFECTIVE DATE OF MAY ADJUSTMENTE 9 JANUARY 1972.

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EFFECTIVE DATE OF PAY ADJUSTMENTS TO JANUARY 1971

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EFFECTIVE DATE OF PAY ADJUSTMENTS 26 DECEMBER 1969

NAME	SERIAL	OPGN, FUNGS	GR-STEP	SALARY
		44 579 CF	GS 16 4	\$29,202

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TRUES 11474 PURSUANT TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1949,

EFFECTIVE CATE OF PAY ADJUSTMENT: 13 JULY 1959

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PAY ADJUSTMENT IN ACCORDANCE WITH SECTIONS 212 AND 216 OF PL 90-206 AND EXECUTIVE ORDER 11413 PURSUANT TO AUTHORITY OF OCI AS PROVIDED IN THE CIA ACT CR 1949, AS AMENDED, AND A-OCI DIRECTIVE DATED 8 OCTOBER 1962"

EFFECTIVE DATE OF PAY ADJUSTMENT: 14 JULY 1968

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EFFECTERE DATE OF PAY ADJUSTMENTS 8 OCTOBER 1967

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"PLAN ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-564 PLECLART TO AUTHORITY OF CCI AS PROVIDED IN THE CIA ACT OF 1949, AN ANEXED AND A-DCI DIRECTIVE DATED 6 OCTOBER 1962."

EFFECTIVE DATE OF PAY ADJUSTMENT: 3 JULY 1966

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PPAY ADJUSTMENT IN ACCORDANCE WITH SALARY SCHEDULES OF PL 89-301 PURGUANT TO AUTHORITY OF DCT AS PROVIDED IN THE CJA ACT OF 1949. AS AMENDED, AND A-DCI POLICY DIRECTLY DATED A OCTUBER 1962.

EFFECTIVE DATE OF PAY ADJUSTMENTS 10 OCTOBER 1965

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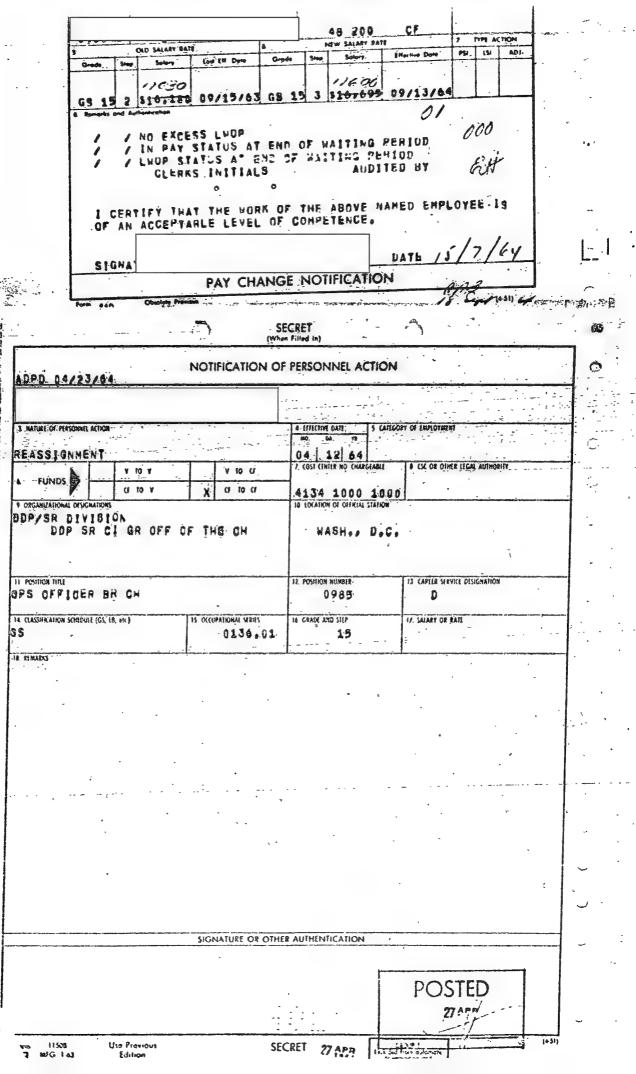
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ADJUSTMENT OF SALARY RATE IN ACCORDANCE WITH THE SCHEDULES OF THE GOVERNMENT EMPLOYEES SALARY REFORM ACT OF 1964 PURSUANT TO THE AUTHORITY OF THE DIRECTOR OF CENTRAL INTELLIGENCE AS PROVIDED IN THE CENTRAL INTELLIGENCE AGENCY ACT OF 1949, AS AMENDED, AND POLICY DIRECTIVE ISSUED BY THE ACTING DIRECTOR OF CENTRAL INTELLIGENCE DATED 8 OCTOBER 1962.

SALARY CONVERTED TO RATE SHOWN FOR INDIVIDUAL'S GRADE AND STEP AS INDICATED IN CHART BELOW.

# GENERAL SCHEDULE RATES Federal Employees Salary Act of 1964

A			Per A	nnum	Rate.	s and	Steps		•	
GRADE -	1 1	2	3	4	5	6	1 7	8	9	10
GS- 1	\$3,385	1\$3,500	\$3,615	\$3,730	\$3,845	\$3,960	\$4,075	\$4,190	\$4,305	\$4,420
GS- 2	3,680	3,805	3,930	4,055	4,180		4,430			
GS-3	4,005	4,140	4,275			4,680	4,815	4,950	5.085	5,220
GS- 4	4,480		4,780			5,230	5,380	5,530	5,680	5,830
GS- 5	5,000		5,330	5,495		5,825	5,990	6,155	6,320	6,485
GS- 6	5,505	5,690	5,875	6,060	6,245	6,430	6,615	6,800	6,985	7,170
GS- 7	6,050	6,250	6,450	6,650	6,850	7,050		7,450		7,850
GS- 8	6,630	6,850	7,070	7,290	7,510	7,730	7,950	8,170	8,390	8,610
GS- 9	7,220	7,465	7,710	7,955	8,200	8,445		8,935	9,180	9,425
GS-10	7,900	8,170	8,440	8,710	8,980			9,790	10,060	
GS-11	8,650	8,945	9,240	9,535					11,010	
GS-12		10,605							13,090	
GS-13										
GS-14										
GS-15										21,590
GS-16						22,210	22,865	23,520	24,175	
GS-17		22,195	22,945	23,695	24,445					
GS-18	24,500									



IN ACCORDANCE WITH THE PROVISIONS OF PUBLIC LAW 87-793 AND OCT-WEMORANDUM DATED 1 AUGUST 1956; SALARY IS ADJUSTED AS FOLICHRA EFFECTIVE 3 JANUARY 1964.

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	CONFIDENTIAL FUNDS F	PERSONNEL ACTION
		Pail 13 December 150
Total Agency Transf		7 January 1951
	CO COI	0
TITLE	Intell. Officer GS-9	Intell. Officer (Ops) GS-9 .
GRADE AND SALART	GS-9 \$1,000.00	GS-9 \$4600.00 -
OFFICE	acvisory Council	oso
2 (v.1810)	Office of Chief	FD:/DAD
BRANCH		Intell. Operations Branch
	Washington, D.C.	Karlsruhe
	APPROVAL	2 - 2 4 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 - 1 -
POST DIFFERENTIAL AUTHORIZED I	IN ACCORDANCE WITH AGENCY REGULA	ATIONS TO
SECURITY CLEARED ON		
VERSEAS AGREEMENT SIGNED.		
ENTERED ON DUTY	•••	CONFIGERATION TO THE STATE OF T
ð	<u> </u>	. SIGNATURE OF AUTHENTICATING OFFICER
Pemarks:		, 32-
S-53		
Employee is replacement		
	Concurrence of 150	
		3/4 2 21/5/4

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SECRET CONFIDENTIAL FUNDS PERSONNEL ACTION 15 Hovember 1950 EFFECTIVE DATE Intelligence officer (ope) CA \$1.600.00 cco · סינו /נייד D:V15100 1 0 ingach - P. O. 5. Zrr2 QUALFFICATIONS EBECUTIVE CLASSIFICATION POST DIFFERENTIAL AUTHORIZED IN ACCORDANCE WITH AGENCY REGULATIONS DATH OF GFFICE AND NO STRIKE AFFIDAVIT EXECUTED ON SECURITY CLEARED ON DVERSEAS ASPECACOT SIGNED_ HEMARES!

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FORM NO. 37-2

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Hat		DATE
	<u> </u>	24 August 1949
		24 July 1960
08.08.08.09.09.00	FROM:	70
ITLE		Intalligance Officer 65
BADE AND SALARY		65-4,84600.00 OF
	a de la companya de l	
PPICE		Advisory Council
nancs		0/4
The second second second		
(v ( i i o v		
PRICIAL STATION		Sosbington, D. C.
UNETFICATIONS	APPROVAL	[EXECUTIVE
MARIE MINE	PERSONNEL OFFICER.	anumit,
THE INTERPLOY TO THE PARTY OF CO.	PERSONNEL OFFICER.	
	perceptation oppopulation production and dependent of the control	YES NO
	RDANCE WITH AGENCY REGULATIONS.	
TH OF OFFICE AND NO STRIKE AFF	IDAVIT EXECUTED ON 24 July 1980	
	89 August As	Extended 89 May 1950
CURITY CLEARED ON	89 August As	•
CURITY CLEARED ON	89 August 49 Rot Applicat	lo
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CURITY CLEARED ON	89 August 49  Hot Applicat  24 July 1950	HATURE OF AUTHENTICATING OFFICER
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CURITY CLEARED ON ERSEA'S AGREEMENT SIGNED  TERED ON OUTY  HARKS:  DO G - 0 - 1/26/53  SEOD-01/24/53  ROGUETER	ansfer accrued leave from V	oughered Punds.
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	MEMORANDUM IN LIEU OF FITNESS REPORT
	SUBJECT
	PERIOD UNDER REVIEW : 1 April 1970 - 31 March 1971
	MONTHS UNDER MY SUPERVISION: 42 months
	OVÉR-ALL RATING : Strong
	1. As completes approximately 42 months as Chief of Station.
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B. The physical divisions within the official component of the Station have separated personnel and files in a manner which makes close teamwork against the target difficult. These divisions could and should have been corrected. has not always seen eye-to-eye with Headquarters on matters of method and emphasis, a phenomenon which has impaired operational progress. We accept that each Station Chief has the right -indeed, the duty -- to hold independent views and to express them with integrity has done) has done) but believe that differing views could have been resolved more easily had Station reporting to Headquarters been less parsimonious. To sum up, abilities to conceptualize and to build viable models is truly outstanding, as is the exhaustively thorough manner of his staff work; his capability to translate his concepts into productive human endeavor has been less. impressive. In spite of his considerable social and diplomatic is essentially a reserved person who finds skills. some difficulty in communicating with his subordinates. In spite of the problems noted, problems which we perhaps overstress as a result of our high expectations, has made good progress during/this period and performance has been STRONG. European Division REVIEWING OFFICER'S COMMENTS: h We Dato: Assistant Deputy Plans .

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SHRIECT		Annual	Fitness	Report
J.O _{.,\$-}				

- 1. In accordance with the fitness report procedure for EUR Division, a copy of the fitness report on the Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are prepared either by the Chief of Deputy Chief of EUR, and those written by Chief, EUR go to Deputy Chief CS for review.
- has been prepared in accordance with the EUR Division policy for such reporting as established in Field Notice 41.
- 3. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

I certify	that I have	seen ny	fitness	report	for the	J
period <u>k A</u> for the reco	pril 70 - 3	1 March 71	and hav	e attache	ed my comme	nte,
			,	2	7 apri	1197

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TACHMENT TO OBBT 5300

27 April 1971

COMMENTS on Fitness Report on 1 April 1970 - 31 March 1971

I agree with the fitness report's own suggestion that the "problems" it noted were overstressed: its negative content outweighs the positive by nearly three to one and is emphasized by its format and sentence structure. Because its overall effect belies the "Strong" rating, I believe that it creates a misleading picture, and therefore think it necessary to comment. Moreover, the report leaves the improssion of a general failing in two specific areas which I am sure it did not intend to give these are two areas which I am sure it did not intend to, since these are two areas which, during the two years since the preceding fitness report, have been repeatedly praised by Division management; 1) the level of

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COMMENTS continued	Page 4
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S.J.E.

5 May 1970

	MEMORANDUM IN LIEU OF FITNESS REPORT
•	SUBJECT :
	PERIOD UNDER REVIEW : 1 April 1969 - 31 March 1970
	MONTHS UNDER MY SUPERVISION: 24  OVERALL RATING : Outstanding
	1. For this reporting period must be rated as Outstanding for the achievements of his Station, achievements in very considerable measure due to his personal vision of how
	in very considerable measure due to his personal vision of now-
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REVIEWING OFFICER'S COMMENTS:

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Date: 5 Way 70

Assistant Deputy Director for Plans

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5 May 1970

MEMORANDUM FOR:	Secretary, CSCS Bo	pard	
ŞÜBJECT :	Recommendation for	Promotion to GS-1	7
moted to GS-17.	ecommended that  He has been in gra s COS s ent was as Deputy C	ince August 1967.	be pro- June 1965 His
fitness report of extensive trip t	sons for this promo f this same date. hrough the European d talk with a very	I have just returned area, during which	ed from an
one of our very intellect and ab few of his collo the future of the	recommending for p finest station chie ility personally to agues can match. He of Organization is go on is more than jus	fs, possessed of in handle operations e is one of those o oing to depend, and	t. He is aggination, which very on whom
			, ,
		European Division	

EVEN CTTY
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9 May 1969

TO :		Chief of	Station,	
SUBJECT:	Annual Fitness 1	Report		<u> </u>

- 1. Effective with this fitness report cycle, KEYWAY is initiating a procedure by which a copy of the fitness report on a Chief of Station is forwarded to him upon completion by the Rating Officer. Depending upon the grades of the Chiefs of Station concerned, the fitness reports are drafted either by the Chief or Deputy Chief of KEYWAY, and those drafted by Chief, KEYWAY go to Deputy Chief WOMACE for review.
- 2. Please sign at the bottom of this letter of transmittal on the line indicated, to certify that you have seen the fitness report. The transmittal letter should then be returned to Headquarters for inclusion in your personnel file.

I certify that I have seen my fitness report for the period 10 March 1968 - 31 March 1969

SIQNATURE

2/ may 1969



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	LIMITED OFFICIAL USE (Who	in Complaind) Ret 6/30/12
	CHIEF OF MISSION'S EVALU. (Mission submits original and one copy direct	ATION OF PERFORMANCE 75-89
-	OFFICE BEING RATED	
	Chief of Station	
	POSITION / GRAI	DE AGENCY
ļ.,	May 13, 1969 - Dec. 29, 1969	December 29, 1969
	SIGNATURE OF REPORTING DEFICER	E
	John SD lesenhouser	Ambassador
İ	SIGNATURE OF REVIEWING OFFICER TITLE	**************************************
H	EVALUATION OF PERFO	ORMANCE
	- Suthsfactory	
l.,	Does this officer properly understand and perform his role and his functi	
	tial diesetives? [X] Yes No Ulao, explain in detail bel	
	Has he aren this report? Yes No	
	MARRATIVE COMME	NTC
	(Attach additional sheets, if heceasury for this section or for reviewing	
	This officer is undoubtedly one of extreme competence. In addition I have completed discretion.	
	This officer is presentable, tactful, an constitutes an outstanning asset to this	nd enthusiastic. He mission.
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FORM FS-572

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	CHIEF OF MISSION'S EVALUATION OF PERFORMANCE (Mission submits original and one copy directly to appropriate agency; retains one copy.)
	OFFICER BEING RATED
	Chief CRADE AGENCY
1.	November 15, 1967-Nov. 15, 1968 February 24, 1969
	SIGNATURE OF REPORTING OFFICER
Ì	Ambassadon .
	SIGNATURE OF REVIEWING OFFICER TITLE
-	EVALUATION OF PERFORMANCE
ŀ	Outstanding Sutisfactory Unsutisfactory
II.	Does this officer properly anderstand and perform his tole and his functions as a member of your staff under existing Presiden- tial directives? [A Yes
	Hun he neen this report?  No
	NARRATIVE COMMENTS  (Attach additional phonts, if necessary for this section or for reviewing officer's comments.)
	I cannot of course comment on the professional aspects of the Chief performance because of the highly specialized nature of his responsibilities.
and the second s	However as a member of the Country Team I give him the highest marks for his cooperative spirit, courtesy and willingness to contribute to the success of our common efforts and undertakings.
	Likewise I am satisfied that he maintains exceptionally close and effective relations
Ir.	Endowed with an unusually frank and attractive personality, the Chief is a respected and well liked member of our official American group both in American and local circles, where his fluent and excellent French is much appreciated.
	His wife is a refined, quiet and attractive lady of Austrian birth.  Both have gone through an agonizingly long and grave health problem with a young son of theirs and deserve extraordinary credit for the courage and dignity which they constantly displayed during their ordeal:
	In every respect, I consider him to be an outstanding Station Chief.
	Chier.

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LIMITED (	DEFICIAL	USE (When	Completed
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	CHIEF OF MISSION'S EVALUATION OF PERFORMANCE (Mission submits original and one copy directly to appropriate agency, retains one copy.)
	Chief of Station
	POSITION GRADE AGENCY
ŀ	December 30, 1969 - November 4, 1970 November 4, 1970
, in the second	John S. D. Tisenhowe Ambassador
Bournoimmen.	SICHATURE OF REVIEWING OFFICER TITLE
r	EVALUATION OF PERFORMANCE
ŀ	[X] Outstanding
ļ!!.	Does this officer properly understand and perform his role and his functions as a member of your staff under existing Presiden- tial directives?   Yes :: No (If no, explain in detail below.)
	Has he seen this report? Yes X No
<u> </u>	NARRATIVE COMMENTS  (Attach additional absents, if necessary for this section or for reviewing afficer's comments.)
	This officer is undoubtedly one of extremely high professional competence. In addition I have complete confidence in his discretion.
	This officer is presentable, tactful, and enthusiastic. He constitutes an outstanding asset to this mission.
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4 - 65 FS-572

LIMITED OFFICIAL USE (When Completed

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	(W.57.a B)	ALUATION OF PERFORMANCE directly to appropriate agency, ratains one copy.)
	Chief of Station	GRADE AGENCY
	RATING PERIOD	DATE OF REPORT
1.		September 22, 1971
	MCyATURE OF REVIEWING OFFICER	Ambassador
1	EVALUATION OF P	ERFORMANCE
H.	Doen thin officer properly understand and perform his role and his	
	tial directives? Yes. No III.no, explain in deta Hus he seen this report? Yes Z No	
	NARRATIVE CO	
, The second sec	This officer is one of the few who at this post. From careful observed half years, with contacts several important of his extremely high paturally, I avoid delving into the However, in the area with which I political discretion—I have absolute	vation over nearly two and one times a week, I am confirmed in professional competence. Ouitedetails of his day-to-day operations: am most concerned-that of his
	This officer is presentable, tactful in harmoniously with the other men constituting an outstanding asset the	mbers of the mission, therefore
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FORM FS-572

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	THE SHAPP PARTINGS		Leen
	ChiEF OF MISSION'S EV (Mission submits original and one copy		
	Chief	ONNUE	AUENCY
<b>]</b> .	RATING PERIOD (See III below)	DATE OF REPORT November 15, 1987	
-	Ridgway B. Wilgill	Ambassador	
-	SIGNATURE OF REVIEWING OFFICER	TITLE	
	EVALUATION OF	PERFORMANCE	
	Outstanding X Satisf	actory [ ] tinsatisfacto	x (see III below)
il.	Does this officer properly understand and perform his role and his tial directives? [X] Yes No (If no, explain in det	functions as a member of your	
	Has he seen this report? (X) Yes		
	NARRATIVE C		
	(Attach additional alienta, if necessary for this section or for revi-	ewing officer's comments.)	
		·	
	Since the Chief reported to p	ost in September of t	his year,
	sufficient time has not elapsed to make performance. A performance evaluati		
	post will be made at the time of the nex	kt annual assessment	period on
.	November 1, 1968. Having said this, I	might add that his ar	oproach to
	his job and performance to date in addi experience have confirmed my earlier.		
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FORM 4 - 65 F\$ - 572

28 April 1969

MEMORANDUM IN LIEU OF FITNESS REPORT	•
SUBJECT	
·	
PERIOD UNDER REVIEW : 10 March 1968 - 31 Mar	ch 1969
MONTHS UNDER MY SUPERVISION: 12	
OVERALL RATING Strong	2 T
1. assumed his duties as Chief of S	tation on
13 September 1967. It is too early to assess the re	sults of
not yet clear to what extent these assets are going	to be
productive against major targets. However, there is	no doubt
has tackled his job with originality, en	ergy, and
two years.	
2. accomplishments must be measured i	n light
and that several of the officers in his small Station	n have
been of quite modest calibre. The restaffing of the	Station
which is taking place this summer should result in a	con-
siderable leap forward.	
2. On the neggenal cide has all the gu	.litioo
which we could ask for in a Chief of Station. He is	totally
dedicated, incisive and articulate, a pleasant compar	tion and
a gracious host. I rate his overall performance as ?	Strong.
and the second s	
	• •
	-
European Division	REVIEW: 10 March 1968 - 31 March 1969  MY SUPERVISION: 12  Strong.  Assumed his duties as Chief of Station on 1967. It is too early to assess the results of hip; he established in advance a timetable for a structure and it is to what extent these assets are going to be gainst major targets. However, there is no doubt has tackled his job with originality, energy, and A good indication of these qualities is that, our European Chief's of Station, has himself in less than accomplishments must be measured in light that he has had a weak Deputy Chief of Station, ral of the officers in his small Station have a modest calibre. The restaffing of the Station and place this summer should result in a consupplication of the station. The personal side, has all the qualities dask for in a Chief of Station. He is totally crisive and articulate, a pleasant companion and
	\$

1 3 MAY 1969

IEWING OFFICER'S COMMENTS

#### S-E-C-R-E-1

## TRAINING REPORT

Chiefs of Station Seminar No. 11 80 hours, full time	19 - 30 June 1967
Participant	Office : DDP/EUR
Year of Birth: 1925	Service Designation: D
Grade : CS-16	No. of Students : 12
EOD Date : July 1950	
COURSE OBJECTIVES, CONTENT AND	D METHODS
CIA and in the government at large, at given to counterinsurgency.  The bulk of the course is given in by officials responsible for the mission discussed. A few key items of suggeste	bilities of the Chief of Station, both within home and abroad. Special attention was lectures and question periods conducted
ACHIEVEMENT RECORD	
This is a certificate of attendance capacity or performance is made in this	. No further assessment of individual course.
FOR THE DIRECTOR OF TRAINING:	
	Acting Chief, Operations School

S-E-C-R-E-T

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	OVISIONAL (See instructions - I	feetian C)	TX.	ANHUÁL	<del></del>		HONMENT EMPLO
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I DATE REPORT	DUE IN O.P.		12. 70	PORTING PER	ioù (From- f	ò-)''' '`	
30 April	1967		_ 1_ A	ril 196	6 - 31	March 1	967
ECTION B		PERFORMAN	GE EVA	LUATION	it of the	- C	
A - Adequate P - Proficient S - Strong O - Outstanding	positive remedial action. The probation, to reassignment of Performance meets all require accellence.  Performance is more than set Performance is characterized Performance is so exceptions others doing staller work as	e to separation.  Infactory. Desire  by exceptional purification to re-	Describi Irely ear of result colletene	isfactory and i isfactory and i is are boing pro its of the work	er proposiód a charocturi duced in a p	in Section C and neither i	by deficiency ear
	others doing, statter work, as t	,					******
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irmance of specifi irticular limitation	verything about the employee ic duties, productivity, condu s or telents. Resed on your is the roting box corresponding to	egoos, doj no, tou ime to egbelwond	rativana piayaa's	ss, pertinent overall partor	personai tra reance durin	its or habits ig the rating	, and period,

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25 April 1967

UBJECT:		
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	erformance over	the period continued
be outstanding, eneral deputy durin	z which he still	retained responsi-
Those as	pects of his wor	k involving decisions
cxpenditures of bufficiently cost co	oth funds and mar	npower show him to be
ttor than average	wareness of the	one rational value
the Agency (or la has been	ck thereof) of s	uch expenditures.
has been iropean station wit	selected to become	me COS of a large
iropean station with	iew this appoin	tment is additional
stimony of the high	regard in which	he is held by his
ofessional colleage rk in SB Division.	198. In recognit	tion of his outsanding peen recommended for
omotion to GS-17.	11.02	
- · · · · · · · · · · · · · · · · · · ·		
i		
	Davi d, T	Murphy /
•	Chief, Soviet	Bloc Division
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	Poviowing	g Official:
te 2 man 1977	an and an analysis of the second	
	Assistant	Deputy Director for Pla

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8 July 1966

MEMORANDUM; IN L	· · · · · · · · · · · · · · · · · · ·	ALSS REFOR	31 Marc	
From the 1 September 196			orting peri ued as Chie	
n fact, his app nabled him to p ositions in the ain today. The ne high sense o nem by	lace the v CI Group ir perform f disciplif during	ery best o where for ance is st ne and pro his servic	f his offic the most pa ill charact fessionalis e as their	ers in key rt they re- erized by m imbued in chief. I
ave also been so this group even riven at a pace upervisor/subora to the same time I Group every of the imaginative	though which would	In have sentionship ded the sention the e	associates verely test in most othe nior office xercise of	were often ed the er units. rs of the

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other hand, he has little patience with the "time server" who is not prepared to exert himself either to acquire by self study the background he shouldhave to do his job properly or if he has the background to use it effectively in his work.

Moving into the responsibilities of deputy division the chief, has demonstrated to my satisfaction that he was the dest possible choice for this position. He has easily mastered those substantive areas of the division's work with which he had no previous association or encountered only occasionally as Chief, CI Group. This is especially true of the reports and requirements area and of certain collection activities. performance in the position of deputy chief has indeed been outstanding. I would accord him particularly high marks for the energy and enthusiasm he has displayed in shaping and expanding the training and orientation programs conducted by the division as one means of conveying to CS officers outside the division some understanding of the continues to be sensitive to costs whether one is speaking of funds or manhours. He does not lightly undertake the expenditure of either. My very positive evaluation of tential for senior leadership in the Clandestine Service has not changed. He is a magnificent intelligence officer whose keen intellect and rapidly growing appreciation of the "art of the possible" mark him as one of the best officers in our service. It is my intention to recommend him for promotion at an early opportunity. David E. Murphy Chief, Soviet Bloc Division Reviewing Official

\$2 JUL 1960

Acting Assistant Deputy Director for Plans

Tourn pare - 8 July mos

	IN DIEG G	F FITNESS REPORT - 1 April 1 31 March	1965
SUBJECT:			
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	sti	ll occupies the position des	cribed
in his last	fitness	report of 30 April 1964. The	e quality
of his perf	ormance co	ontinues to be <u>outstanding</u> in ost consciousness. He has be	n a11
recommended	for promo	otion to GS-16. This recommo	endation
should rece	ive early	consideration. There are co	ertainly
very lew of in terms of	their exc	the GS-15 level who are more cutive potential and their o	; aeservin contribu-
tions to th	e mission	ocutive potential and their of the Clandestine Services.	•
I	•		: .
			1
ŧ	•	Chief. SR Division	
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ate		Reviewing Official:	
	,		
	•		
. ^		Thomas H. Karamessines Assistant Deputy Director	for Plans
		20 Maril 1960	-
		1 9 6 1 June 1 4 9 A	, ;
		Date	;

2 6 MAR 1965

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						M	GS-15	D	
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	others doing similar w	rock as to warrant specia	tecogr	rition,					
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SFFICE OF PEPE SECRET NARRATIVE COMMENTS SECTION C Indicate significant strengths or weaknesses demonstrated in current position keeping in proper perspective the explainaship to averall performance. State suggestions made for improvement of work performance. Give recommendations for talinging, a Comment on foreign language competence, if required for current position. Amplify or explain ratings given in Section B to provide their basis for determining future personnel action. Hanner of performance of managerial or supervisory duties must be described by SECTION D CERTIFICATION AND COMMENTS BY EMPLOYEE I CERTIFY THAT I HAVE SEEN SECTIONS A. B. AND C OF THIS REPORT 2104164 MONTHS EMPLOYER HAS BEEN IF THIS REPORT HAS NOT BEEN SHOWN TO EMPLOYEE, BIVE E PLANATION OFFICIAL TITLE OF SUPERVISOR TURE Chief, SR Division 21 Apr 64 BY REVIEWING OFFICIAL COMMENTS OF REVIEWING OFFICIAL Coucer heartil OFFICIAL TITLE OF REVIEWING OFFICIAL 32 ph

Thomas il.

Karamessine

ADDP

SECTION C (Continued)

This substantive background lends a quality of toughness and realism to his work as a planner and supervisor which is matched by very few others in the Clandestine Services.

As a supervisor, distinguishes himself by the ability he has to be immensely interested in the details of his subordinates' operations while at the same time leaving to them sufficient freedom of decision and action to carry out their programs without undue interference. He retains control over a large element (there are four branches and 53 employees in the group) and several first class senior subordinates by virtue of their respect for his competence and substance. More important, he infuses them with the same sense of dedication and deep enthusiasm for his work he himself possesses.

In his position also handles certain sensitive operations directly. All of the qualities of imagination, ponetrating insight, energy and professional knowledge which can be seen in his work as a supervisor are present in his case work. He has also demonstrated that he is a superb agent handler with a fresh, common sense approach to tradecraft problems. I have also seen him display a constant readiness to sacrifice his own comfort, leisure and private affairs to the demands of the operational situation. He is not long discouraged in the most difficult circumstances and his natural optimism, alert mind and special kind of clan work constantly to discover new avenues of approach to whatever operational problems he faces.

I would describe his cost consciousness by noting that it is simply foreign to his nature in both a personal and professional sense to use funds thoughtlessly. He has demonstrated that he considers the expenditure of operational funds must be related to a commensurate gain in terms of our operational objectives.

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FITHESS REPOR	RT			**************************************			
SECTION A	GENERAL	9					
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8. OFFICIAL POLITION TITLE	7. OF	7/DIV/88	OF ASS		45		H +
Ops Officer - Branch Chief.	DDP	4.			Hqs		
P. CHECK (X) TYPE OF APPOINTMENT		BCH (H)	TYPE.O	REPOR	<u> </u>		
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CAREER-PROVISIONAL (See Instructions . Section C)	ж	ANNÜAL			PEAS	BIGNMEN	-
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II. DATE REPORT DUE IN O.P.		PORTING					*
30 April 1963		2 200 T T 2 TL		4 - 31	March 1	963	
SECTION B PERFOR	RMANCE EVA	LUATIO	)N				
Wooks Performance ranges from wholly inadeas positive remedial action. The nature of probation, to reassignment or to separa	the action coultion. Describe	d range t action to	fróm cou sken or i	nseling, Proposed	to further tr in Section (	aining, ta C.	placing on
A - Adequate Performance moots all requirements. It excellence.  P - Proficient Performance is more than satisfactory.							evea uos
S - Strong Performance is characterized by excepti	ional proficienc	y	,		•		
O - <u>Outstanding</u> Performance is so exceptional in relation others doing similar work as to warrant.	special recogni	lion,	work or	d in con	parison to t	ho perfor	nance of
<u> </u>	PECIFIC DUT	1ES			_		
List up to six of the most importent specific duties perform manner in which employee performs EACH specific duty. C With supervisory responsibilities MUST be rated on their ab	Consider ONLY	affective	noss in	performa	ince of that	duty. All	
SPECIFIC DUTY NO. 1	ini dinela copulazione di Assertante i di Vin						HATING
Supervises SR Division CE activities	including l	both r	esear	ch an	d operat	ions.	P
PECIFIC DUTY NO. 2	man spremound comment out a managem of						NATING
Organizes and manages Branch consis	sting of	peopl	ė.			,	P
						terne tertification signers a small	
PECIFIC DUTY NO. 5							LETTER
Recommends Division policy on CE m	atters.			4 ·			Ŝ
PECIFIC DUTY NO. 4		1.5				<del></del> -	RATING
Represents SR Division to other eleme	ents of the	Agen	cy on	CE n	atters.		S
PECIFIC DUTY NO. 5	* *			And Menter-Annabathytes	u-mines -u-regorandens-ministra-amanges.u	ualmentij-mijr-mitigivas- autonova a a	RATING LETTER
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PECIFIC DUTY NO. 6		*		(		- Vs	BATING LETTER
				,,			
OVERALL PERFOR	MANCE IN CU	RRENT	POSIT	ION			
ake into account everything about the employee which influormance of specific duties, productivity, conduct on job, pricular limitations or tolents. Based on your knowledge	cooperativenes of employee's	s, pertin averali p	sant per performa	sonal tre	its or hobit ng the ratin	s, and g period,	RATING LETTER
oce the letter in the rating box corresponding to the statem  1 9 APR 1963	ont which most	accurate			evel of parts	ormance.	-
RM 45. OBSOLETE PREVIOUS EDITIONS.	SÉCRET		CBCLF Cadedook from a 61-cage-spArg		wandampangaman, Azam.		

SECTION C	NARRATIVE COMMENTS APR 17	
overall performance. State sugge	weaknesses demonstrated in current position keeping in proper stions made for improvement of work performance. Give reconsitive quired for current position. Amplify or explain ratings givenned action. Manner of performance of managerial or suppression.	mendations for training. Comment
of the ing the assigned task active unit, implementation shown considerable in a proficient manne unpromising tasks, standards he sets for	is almost unique in the CE f is almost unique in the Age of reorganizing his Branch into a stream is now in the process of actively directly Although in his present position only formagination and initiative. He carries outer. He does however tend to avoid necess inclined to be intolerant of those who do reinself, can be uncomproment of his relationships with others.	ncy. After accomplish plined and operationally cting the planning and our months he has this managerial duties ary but perhaps
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SECTION D	CERTIFICATION AND COMMENTS	
1.	BY EMPLOYEE	,
	DYIEV THAT I HAVE SEEN SECTIONS A B AND C OF THIS REPO	DRT
101963 ,		
AONTHS EMBLOYER HAS BEEN	BY SUPERVISOR	XPLANATION-
4 Months		
DATE	OFFICIAL TITLE OF SUPERVISOR	
70,44g	Chief, Operations and Plans SR Division	
3. COMMENTS OF REVIEWING OFFICIAL	BY REVIEWING OFFICIAL	
This employee is whose performance in spected in the higher sought after by this structed to reorganize the Branch this with his characteries well in the tention to "channels"	is a dedicated and hard-driving open the field on his last tour is well est Clandestine Services levels. His Division as Chief of its CI Branch the and redirect the Division's CI of into an aggressive operational unit teristic aggressiveness and compete is undertaking. He has perhaps not and chains of command" as he should mportance of a little more tolerance	s services were like was in- effort and to re- like has tackled ence and has done paid as much at- d but I believe
10 aguel 1963	Chief, SR Division	

SECTION D - 3 (cont)

lines and will align himself accordingly as his branch shakes down and he becomes a little more experienced in headquarters operation at the branch chief level.

With specific reference to the performance ratings, I would rate this employee as "S" on Specific Duty #1, "S" on Specific Duty #2, and "S" on Specific Duty #5. I would assign this employee an overall rating of "S".

FOR 22/6 1175

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28 August 1962

MEMORAND	<u>UM</u>
TOS	Chief, EB
ATTN:	David E. Murphy
FROM:	Chief of Station,
SUBJECT:	Memorandum in Lieu of Final Fitness Report on
·	
half year	will be leaving Station permanently, with neut to Headquarters on 5 September 1902. During his four and a serie his performance has been highly professional and atty outstanding. His absence will be keedly felt by the Station.
and opera he has wo	Endowed with a high degree of intelligence, judgment, imagination tional skill, and with cked in every aspect of Station endeaver, ranging from the proper ion of Station records and
	In his primary responsibility as Statical made unique contributions to KUBARK's approach
4,	

# RYPAT/SECRET

5. Ideally suited to the particular requirements and operational climate of is highly regarded and respected by his XUBAZA and UDACID associates, and we all have learnt much from him professionally. Exceptionally mature and knowledgeable, he is a natural for a command position. The most outstanding all-around officer in the Station, has been producing consistently at a level above his present grade. He has been recommended for promotion repeatedly, the last time on 6 (ctober 1961. It is hoped that in his new assignment he will soon be granted this concrete recognition of his superb performance and high potential.

151 Burton Lifschuitz

both hand he can be and the car of the case

G. vet-61

SECRET 6585- 2752 EMPLOYEE SERIAL NUMBER FITNESS REPORT 1000. aca 44 GENERAL 4. GRADE 03-14 S. SERVICE DESIGNATION & OFFICIAL POSITION TITLE Operations Officer TYPE OF REPORT CAREER STAPP STATUS 107 ELIGIBLE MEMBER DEFERMED INITIAL REASSIGNMENT/SUPERVISOR DENIED REASSIGNMENT/EMPLOYEE -DECLINED ANNUAL II. REPORTING PERIOD SPECIAL (Specify) 10. DATE MEPONT DUE IN O.P. 2 Dec 60 - 13 Sept 6 EVALUATION OF PERFORMANCE OF SPECIFIC DUTIES SECTION B List up to alx of the most important specific duties performed during the roting period. Insert rating number which best describes the magnes for which employee performs EACH specific duty. Consider ONLY officelyaness in performance of that duty. All employees with supervisory responsibilities MUST be rated on their ability to supervisor indicate number of employees expervisor. 2 - Barely adequate 3 - Acceptable 4 - Competent 5 - Excellent 6 - Superior 7 - Outstanding 1 - Unsatisfactory SPECIFIC DUTY NO. 4 RATING SPECIFIC OUTY NO. 1 6 7 SPECIFIC DUTY NO. 8 SPECIFIC DUTY NO. 1 MATING RATING 6 6 RATING SPECIFIC DUTY NO. 6 SPECIFIC OUTY NO. 8 RATING EVALUATION OF OVERALL PERFORMANCE IN CURRENT POSITION SECTION C Take into occount everything about the employee which influences his effectiveness in his current position - performance of specific duties, productivity, conduct on job, cooperativeness, perfinent personal traits or habits, perficular limitations or talents. Based on your knowledge of employee's available performance during the rating period, place the rating number in the box corresponding to the statement which most accurately rollocis his level of performance. Performance in many important respects falls to meet requirements.
 Performance meets most requirements but is deficient in one or more important respects.
 Performance clearly meets basic requirements.
 Performance clearly secends basic requirements.
 Performance in overy impairunt respect is superfor. RATING 6 6 . Performance in every respect is outstanding: SECTION D DESCRIPTION OF THE EMPLOYEE In the rating boxes below, check (X) the degree to which each characteristic applies to the employee 1 .- Least prásible degrad 2 - Limited degree 3 - Normal degree 4 - Above average degree NOT OB-SERVED CHARACTERISTICS GETS THINGS DONE HESOURCEPUL ACCEPTS RESPONSIBILITIES CAN MAKE DECISIONS ON HIS OWN WHEN HEED ARISES × DOES HIS JOS WITHOUT STRONG SUPPORT FACILITATES SMOOTH OPERATION OF HIS OFFICE WRITES EFFECTIVELY × SECURITY CONSCIOUS х THINKS CLEARLY X DISCIPLINE IN ORIGINATING, MAINTAINING AND DISPOSING OF RECORDS Х OTHER (Epecify):

FORM 45 COSSICETE PREVIOUS EDITIONS.

SECRET / 4 3

SEE SECTION "E" ON REVERSE SIDE

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work. Give iscommendations for sponsibilities. Amplify or explo future personnel actions. Subject is a the degree of intelligence rapid, accurate and Though his natural be	r his troining. Describe, if appropriate, his pin, if appropriate, ratings given in SECTION proughly professional intellig e and ability to concentrate, purposeful worker, he is a go ent is in the CE field, in whice	energestions mode to employee for improvement of his personnel for development and for assuming greater restantial for development and for assuming greater rests B. C. and D to provide the best basis for determining ence officer endowed with a high. He is imaginative and skilled. A good writer and skilled. A good writer and an also demonstrate the excels, he has also demonstrate of Station activity. He is par-
		omising Station chores and at times
		h standards he sets for himself.
These are minor liaw	s in an olicimise superior of	fficer with outstanding potential.
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SECTION F	CERTIFICATION AND COM	MENTS' :
1.	BY EMPLOYEE	
/ ce	rtify that I have seen Sections A, B, C,	D and E of this Report.
9 December 1960		
7 December 1700	BY SUPERVISOR	
MONTHS EMPLOYEE HAS BEEN	IF THIS REPORT HAS NOT BEEN SHOWN TO	EMPLOYEE, GIVE EXPLANATION
UNDER MY SUPERVISION		
	,	•
•	IF REPORT IS NOT BEING MADE AT THIS TH	4E, DIVE REASON.
EMPLOYEE UNDER MY SUPER!	VISION L'ESS THAN 90 DAYS	REPORT MADE WITHIN LAST BO DAYS
OTHER (Specify):		
BTAC	OFFICIAL TITLE OF SUPERVISOR	TYPED OR PRINTED NAME AND SIGNATURE
9 December 1960		
	BY REVIEWING OFFICIAL	
X I WOULD HAVE GIVEN THIS EN	APLOYEE ABOUT THE SAME EVALUATION.	
I HOULD HAVE GIVEN THIS EN	APLOYEE A HIGHER EVALUATION	
	APLOYEE A LOWER EVALUATION.	
	LUATIONS. I AM NOT SUPFICIENTLY FAMIL'S	IR WITH THE EMPLOYEE'S PERFORMANCE.
L concur complet	tely in the supervisor's estin	nate and would state that Subject
is the most outstanding	g all around officer in the Sta	tion. Further, he is ideally
suited to the peculiar i	requirements	In my
opinion he has been pe	rforming consistently at a lev	rel above his present grade and all
		rned much from him professionally.
	WITH THE VE PERSON VECTORS	THE WATER THE THE STORE STORE THE
9 December 1960		/s/ Burton R. LIFSCHULTZ

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hange-third committee the committee of t		<u> </u>											
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1 - Unsatisfactory	1	? - Barely adequate	3 - 1	Accopiable	4 - 0	Competent	5 - Ex	ellent (5 - Supe	rier	7 - 0)ut sto	inding
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30				76, i	• i.								
PECIFIC DUTY NO. 8				HATING NO.	3920	IFIC DUTY	10. 6						RATING
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SECTION C		EVALUATION O	FOVER	ALL PER	FORM	ANCE IN C	URRE	NT POSI	TION				
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SECTION E	N/	ARRATIVE DESCRIPTION OF MANNI	ER OF JOB PERFORMANCE
work. Give recomm	endations for	e his-training. Describe, if appropriate, I	ute suggestions made to employed for improvement of his vis potential for development and for assuming greater re- IONS B, C, and D to provide the best basis for determining
(nture pérsonnel ec	Total Ba	The state of the s	Ser là 11 12 M 30
.1.	Subteat	is an exceptionally strong	Case Officer in terms of initiative,
	inagina	tion and skill. His greater	t assets are a thorough understanding
	speaker the CE : talent	. Although reasonably versa field, for which he seems pa and personality. Most of hi	ntration, a good writer and articulate tile, he has become a specialist in rticularly well suited by natural s work in his current position has "desk" management of operations
	Subject! he shoul relation are argu	s potential for further devid attempt to bring more fless with others. His views to	ity and intense interest in his work, elogment must be rated high. However, wibility and understanding into his end to be very positive and sometimes to These are minor weaknesses in gofficer.
SECTION F		CERTIFICATION AND G	OMMENTS:
l. 2.	,	BY EMPLOYEE	
1	1 00	artily that I have seen Sections A, B,	C, D and E of this Report.
30 April 19	759		
2.		BY SUPERVISOR	
MONTHS EMPLOYER H	AS OREN	IF THIS HEPORT HAS NOT BEEN SHOWN	TO EMPLOYEE, GIVE EXPLANATION
under my supervision 12 month	*		
		IF REPORT IS NOT BEING MADE AT THIS	TIME, GIVE REASON.
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30 April 195	9	Chief of Station	/s/ Eurton R. Lipschultz
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FORM #3. 45&

FOR HEADQUARTERS USE ONLY

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#### SECTION IV

this section by provided as on old in describing the individual. Your description is not favorable or unfavorable in itself but acquires its meaning in relation to a particular job or assignment. The descriptive words are to be interpreted literally.

On the left hand side of the page helow are a series of statements that apply in some degree to east people. On the left hand side of the page are four major categories of descriptions. The scale within each category is divided into three small blocks; this is to allow you to make finer distinctions if you so desire. Link at the statement on the left - then check the category on the right which heat fells how much the statement applies to the person you are rating. Placing an "X" in the "Not Observed" column means you have no opinion on whether a phrase applies to an individual. Placing an "X" in the "Does Not Apply" column seems that you have the definite opinion that the description is not at all suited to the individual.

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43.	HAS DRIVE.				<b> </b> _	L				,r.,arr			7		
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48.	HIS CRITICISM IS CONSTRUCTIVE.				·		4 64 86°	,	[		part, int	х			
	ABLE TO INFLUENCE OTHERS.				<u> </u>	L				- farmer en					
46.	PACILITATES SMOOTH OPERATION OF HIS OFFICE.						1 000 100		L	- Hoper and h		_X			
49.	DOES NOT REQUIRE STRONG AND						management jage	.,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,,				Χ.			angalan milan
50.	A GOOD SUPERVISOR.									7.					
				SEC	TION	¥									

A. WHAT ARE HIS OUTSTANDING STREAMING! Basic brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social coise, experience, agressiveness. Writes extremely well, effectively presenting complicated material. Deeply interested in his work, anxious to leagh more about it. Has unusually thorough grounding in tradecraft. Understands "policy" aspect of operations—relationships with other agencies, etc--to much greater degree than others his grade and experience.

on with it; he has great charm when interested in using it, but has had increasing difficulties in relationships with office staff because of impression he gives of own importance. Tends to blame circumstance for personal failure to follow through on assignments offected by personal relations: Wants to be in "inner circle" and tends to sulk when he feels he is not, or when things do not go entirely to his satisfaction.

tions which would not have been remarks	, experience, far outwoigh all other considerated in an officer of less outstanding ability.
	Ling employee should be expected to good super- eer develops as fully as can be expected.
E. BHAT TRAINING DO YOU RECOMMEND FOR THIS INDIVIDUAL?	
Any advanced operations training which h	e may not have had.
Subject is an outstanding young officer	
SEC	TION, VI
Reed all descriptions before rating. Place "X"	in the most appropriate bes under subsections A.B.C.&B
A. DIRECTIONS: Consider only the skill with which the person has performed the duties of his job and rate him accordingly.	G. DIRECTIONS: Besed upon what he has said, his estions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT.  2. BARELY ADEQUATE IN PERFORMANCE, ALTHOUGH HE HAS HAD SPECIFIC GUIDANCE OR TRAINING, HE OFTEN FAILS TO CARRY OUT RESPONSIBILITIES	1. HAS AN ANTAOMISTIC ATTITUDE TOWARD THE AGENCY WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY.  2. HAS STROND NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIPKED BY RESTRICTIONSREGARDS AGENCY
COMPETENTLY.  2. PERFORMS MOST OF HIS DUTIES ACCEPTABLY. OCCA- SIGNALLY REVIALS SOME AREA OF WEAKNESS.  4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER.  8. A FINE PERFORMANCE, CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL.  8. PERFORMS MIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE 13 LOUALLED BY FEW OTHER PER-	AS A TEMPORARY STOP UNTIL ME CAN GET SOMETHING BETTER.  3. TENDS TO HAVE, AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRATIONS. WILL GUIT IF THESE CONTINUE.  4. HIS ATTITUDE TOWARD THE ORGANIZATION IS INDIFFERENT. HAS "WAST AND SEE" ATTITUDE. WOULD LEAVE IF SOMEONE OFFORD HIM SOMETHING BETTER.  3. TENDS TO HAVE PAVORABLE ATTITUDE TOWARD ORGANI-
DONG MADRI TO THE RATER.  15 THIS INDIVIDUAL BETTER QUALIFIED FOR HORK IN SOME OTHER PREAT  HE THE YES, IF YES, WHATE	ZATION, MAKES ALLOWANLES FOR RENTRICTIONS IMPOSED BY WORSING FOR ORGANIZATION, THINKS IN THRMS OF A CAPTER IN THE ORGANIZATION.  B. DEFINITELY HAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION, PARRING AN UNEXPECTED OUTSIDE OPPORTUNITY, WILL PROBABLY ENDEAVOR TO MAKE A CARCER IN THE ORGANIZATION.  7. HAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION.  1ZATION, WILL PROBABLY NEVER CONSIDER WORKING ANY PLACE BUT IN THE ORGANIZATION.
•	
B. DIRECTIONS: Considering others of this person's grade and type of assignment, how bould you rate him on potentiality for assumption of greater responsibili- ties normally indicated by premotion.	0. DIRECTIONS: Consider everything you know about this person is making your rating, skill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents.
1; HAS REACHED THE NEGHEST GRADE LEVEL AT PHÍCH SATISFACTORY PERFORMANCE CAN BE EXPECTED.  2. IS MAKING PROGRESS, BUT NEEDS MORE TIME IN	1. DEFINITELY UNSISTABLE . HE SHOULD BE SEPARATED.
PRESENT GRADE BEFORE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED.  1. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE, BUT MAY NEED TRAINING IN	CEPTED HIM IF I HAD YNORN WHAT I KNOW NOW.  3. A BARELY ACCEPTABLE EMPLOYEE. DEFINITELY DELOW AVERAGE BUT WITH HOW WEARNESSES NOFFICIENTLY DUTSTANDING TO WARRANT HIS SUPARATION.  4. A TYPICAL EMPLOYEE. HE-DISPLYYS THE SAME SUITA.
DOME ANKAS,  4. RILL PROBABLY ABJUST QUICKLY TO THE MORE RESPONSIBLE OUTIES OF THE NEXT HIGHER GRADE,  5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEAT HIGHER GRADE,	BILLTY AS MOST OF THE PEOPLE I KNOW IN THE ORGANIZATION.  3. A FINE EMPLOYEE - MAS SOME OUTSTANDING STRENGTHS.
X 6. AN EXCEPTIONAL PERSON WHO IS GNE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE. MENT,	6. AN UNUSUALLY STRONG PERSON IN TERMS OF THE REQUIREMENTS OF THE ORGANIZATION,  Y. ENCILLED BY ONLY A FFW IN SUITABILITY FOR WORK IN THE ORGANIZATION.

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1. RATINGS ON PERFORMANCE OF RESCIPIO, OUTER		Annual temperature agreement of the state of		101. 31-		
DIRECTIONS: a. State in the spaces below up to six of the Place the most important first. In not inc	mare impo	ortant SPECIFIC d	uties parfors	ied during	Magazine i	period
Place the most important first. In not inc b. Rate performance on each specific duty cons c. For supervisors, ability to supervise will	sidering (always bo	NIX effectivenes rated as a spec	in perform	fice of this	specific di	uty. s (hos
who supervise a secretary only). d. Compare in your mind, when possible, the				" C \ D	Vingame du	ty st
similar level of responsibility, e. Two individuals with the same job title duties:			- 14a -	l L so, rate	them on dil	
f. Be specific. Framples of the kind of dutie	s that at	ght be rated are	rne# c	MOOM INT		
GIVING LECTURES	DEVELOR	S NET PROGRAMS S INDESTRIAL REPO		BEPARES SUM BANSLATES G	WARIES	
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TAKING DICTATION SUPERVISING	PRFPAPF	A CORRESSON DEACE	L FF	VALUATES ST	ONIFICANCE O	P DATA
g. For some jobs, duties may be broken down ev- and phone operation, in the case of a radio					reger comern	eu ney
1 - INCOMPETENT IN THE PERFORMANCE 2 - BARELY ADEQUATE IN THE PERFOR		THIS /0	RFORMS THIS C UND IN VERY I			
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104C1016 007V NO. 8	RATING .		6)		ATING.
Prepares historical CE Study	6			•		
NAMATIVE DESCRIPTION OF MANNER OF JOB PERFORMS						
DIRECTIONS: Stress strengths and weaknesses, past	ticularly	those which offe	ct developmen	it on preser	it job.	
Outstanding intelligence, insigh	nt and	personal stab	ility comb	ined with	h ·	
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		F JOB IN ORGANI:		*		
PRECTIONS: Take into account here everything y extinent personal characteristics or habits, spec	ial defec	ts or talenta	alproduction has f	tivity, con- its in with	duct in the your toum.	job. Com-
are him with others doing similar work of about t						
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1		FITNESS RI	EPORT (Part II)	POTENT	IAL	
*********			INSTR	UCTIONS			
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ment an	d personne	This report is a privileg officials concerning the	potential o	f the employ	yee being sut	ed. It is	MOT to be shown to th
		is recommended that you rafter the employee has b					
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SECTION	<u> </u>		GLE	ERAL		7. 263	A. SERVICE DESIGNATIO
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2. SUPERV	ISORY POTEN	AL		-			
	and agreement with a finite series	has question: Ras this	person the	ability to-	be a supervi	017	Yes No II your
paswer is	YES, indica	helow your upinion or gi	uese of the	level of sup	ervisory obil	itty this p	person will reach AFTFR
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BITH UNDER YOUR SUPERVISIO 10

4. COMMINTS CONCERNING POTENTIAL

OF PERSONNEL While Subject in his present job has shown excellent supervisory abilities, it may be that his own personal inclinations would tend to make him feel happing in a more active operational function in his next assignment, rather span in a widening of his supervisory responsibilities.

SECTION H.

1. TRAINING OR OTHER DEVELOPMENTAL EXPERIENCE PLANNED FOR THE INDIVIDUAL

Mone at present

2. MOTE OTHER FACTORS, INCLUDING PERSONAL CIRCUMSTANCES, TO BE TAKEN INTO ACCOUNT IN INDIVIDUAL'S FUTURE ASSIGNMENT

Foreign born wife &

SECTION 1.

MYECTICES: This section is provided as an aid to describing the individual as you see him on the job. Interpret the words literally. On the page below are a series of statements that apply in some degree to most people. To the left of each statement is a box under the besting "category." Read such statement and insert in the box the category number which best tells how much the statement applies to the person covered by this report.

X . HASS WE'T OBSERVED THIS, HEACE CAN GIVE NO OPINION AS TO HOW THE DESCRIPTION APPLIES TO THE

A MARE NOT OBSERVED THESE MANY AND WITH LEAST POSSIBLE DEGREE

- APPLIES TO THE INDIVIDUAL TO THE LEAST POSSIBLE DEGREE

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FORM NO. 458

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9. PRACTICAL.				\Box			1		X			I	
. A GOOD REPORTER OF EVENTS.						·						x	
2. CAN WAKE DECISIONS ON MIS OWN WHEN NEED ARISES.				I			I.			x			
3. CAUTIOUS IN ACTION.	7								X				
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S. UNEMOTIONAL.				<u>. L</u>					Z.			<u> </u>	
6. ANALYTIC IN HIS THINKING.	·										_x_		
7. CONSTANTLY STRIVING FOR NEW KNOWLEDGE AND EDEAS.			$\Box I$	II						x			
8. GETS ALONG WITH PEOPLE AT ALL SOCIAL LEVELS.							Tx.						
9. HAS SENSE OF HUMOR.				I			\Box		\mathbf{x}				
10. KNOWS WHEN TO BEEK ADDISTANCE.										x			
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2. CAN GET ALONG WITH PEOPLE.					_[$\mathbb{L}_{\mathbf{x}}$						
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24.	CAN THINK ON HIS FERT.		_									_ X_		
27.	COMES UP WITH SOLUTIONS TO	·]					L	X			I
20.	STIMULATING TO ASSOCIATES: A SPARK PLUG".				\Box		I		x					
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. 34.	EVALUATES SELF REALISTICALLY.						Ľ	Ľ			x			
38.	WELL INFORMED ABOUT CURRENT EVENTS.			Ι.		1							x	
26.	DELIBERATE.			Ι			1	٠.	x					
37.	EFFECTIVE IN DISCUSSIONS WITH ASSOCIATES.							Ļ			x			Ŀ
38.	IMPLEMENTS DECISIONS REGARD- LESS OF OWN FEELINGS.							Lx			٠.			
39 -	THOUGHTFUL OF OTHERS.	-						Lx	-					Ľ.
40.	WORKS WELL UNDER PRESSURE.			<u></u>	l		1	Ŀ		<u></u>	x			
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45.	VERSATILE.		_	<u> </u>			<u>L</u>				х.			
46.	HIS CRITICISM IS CONSTRUCTIVE.		 			_	<u></u>			_X_				
47.	ABLE TO INFLUENCE OTHERS.						<u></u>		х			Ļ		_
40.	FACILITATES SMOOTH OPERATION OF HIS OFFICE.	٥									x			<u> </u>
49.	DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.											x		
\$0.	A GOOD SUPERVISOR.		 أأ			<u></u> :		х						<u></u>
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reporter with cutstanding memory and analytic facilities. A perceptive and alert case officer. Works hard, writes well and easily. Keeps on top of his work and reporting to an unusual degree. Adapts easily to overseas life and has considerable chann and social presence. Speaks very useful Jerman and fluent French.

B. WHAT ARE HIS OUTSTANDING MEANNESSES?

Lack of team spirit. Impatience with the less gifted. Difficulty delegating responsing bility. These weaknesses add up to a certain intellectual and social snobbery which could, if continued, unnecessarily restrict Subj's horizons in the broadest aspects of possible future assignments. They will have little effect on his operational brilliance but will not enhance his ability to pass on his experience to others, or to supervise and guide them. Experience over the last couple of years indicates that he will need assistance in this and his failings, minor the they may be, should regularly be brought

(When	EGRET Filled In)
C. INDICATE IF YOU THINK THAT ANY SINGLE STRENGTH OR WE AR EXCEPTIONALLY bright person whose strength maturity, should outgrow his weak D. DO YOU FEEL THAT HE REQUIRES CLOSE SUPERVISION;	ongths outweigh by far his wealfassoned with nesses. Oct 12 MAIL ROOM
General desk and Headquarters training. F. OTHER COUNTRY (Indicate here general traits, specific report but which have a bearing on effective utilizate	ion of this person):
SECT	TON YI
	In the most appropriate box under subsections A.B.C.&D
A. DIRECTIONS: Concider only the skill with which the person has performed the duties of his job and rate him accordingly.	C. DIRECTIONS: Based upon what he hee said, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
1. DOES NOT PERFORM DUTIES ADEQUATELY, HE IS INCOMPETENT. 2. BARELY ADEQUATE IN PERFORMANCE: ALTHOUGH NE MAS HAD SPÉCIFIC QUIDANCE OR TRAINING, HE OPTEN FAILS TO CARRY OUT RESPONSIBILITIES COMPETENTLY. 3. PERFORMS MOST OF HIS DUTIES ACCEPTABLY: OCCA- BIOHALLY REVEALS SOME AREA OF WEAKHESS. 4. PERFORMS DUTIES IN A TYPICALLY COMPETENT. EFFECTIVE MANNER. 5. A FINE PERFORMANCE: CARRIES OUT MANY OF HIS RESPONSIBILITIES EXCEPTIONALLY WELL. 8. PERFORMS HIS DUTIES IN SUCH AN OUTSTANDING MANNER THAT HE IS FOUALLED BY FEW OTHER PER- SONS KNOWN TO THE RATER. 15 THIS INDIVIOUAL SETTER QUALIFIED FOR WORK IN SOME OTHER AREAT APPLIES OF YES, WHAT!	9. MAS AM ANTAGONISTIC ATTITUDE TOWARD THE ORGAN- IZATION. WILL DEFINITELY LEAVE THE ORGANIZATION AT THE FIRST OPPORTUNITY. 2. MAS STRONG NEGATIVE ATTITUDE TOWARD ORGANIZA- TIONIRKED BY RESTRICTIONSR*GARDS ORGAN- IZATION AS'A TEMPORARY STOP UNTIL HE CAN GET SOMETHING BETTER. 3. TENDS TO HAVE AN UNFAVORABLE ATTITUDE TOWARD THE ORGANIZATION. BOTHERED BY MINOR FRUSTRA- TIONS. WILL QUIT IF THESE CONTINUE. 4. MIS ATTITUDE TOWARD THE ORGANIZATION IS INDIF- FERENTHAS "MAIT AND SEC" ATTITUDE TOWARD ETTER. 5. TENDS TO HAVE FAVORABLE ATTITUDE TOWARD CRGANI- ZATION. MAKES ALLOWANCES FOR RESTRICTIONS IMPOSED BY WORKING FOR ORGANIZATION. 6. DEFINITELY MAS FAVORABLE ATTITUDE TOWARD THE ORGANIZATION RAPRING AN UNEXPECTED QUITSIDE OPPORTUNITY. WILL PROBABLY ENDEAVOR TO MAKE A CARLER IN THE ORGANIZATION. 7. MAS AN ENTHUSIASTIC ATTITUDE TOWARD THE ORGANIZATION. WILL PROBABLY ENDEAVOR TO MAKE A IZATION. WILL PROBABLY ENDEAVOR THE ORGANIZATION.
B. DIRECTIONS: Considering others of this person's grade and type of assignment, how would you rate him on potentiality for assumption of greater responsibilities normally indicated by promotions. 1. MAS REACHED THE HIGHEST GRADE LEVEL AT WHICH SATISPACTORY PERFORMANCE CAN BE EXPECTED. 2. IS, MAKING PROGRESS. BUT.N'EDS MORE TIME IN PRESENT CARDE SEFURE PROMOTION TO A HIGHER GRADE CAN BE RECOMMENDED. 3. IS READY TO TAKE ON RESPONSIBILITIES OF THE NEXT HIGHER GRADE. BUT MAY NEED THAINING IN SOME AREAS. 4. WILL PROGRABLY ABJUST QUICKLY TO THE MORE RESPONSIBLE DUTIES OF THE NEXT HIGHER GRADE. 5. IS ALREADY PERFORMING AT THE LEVEL OF THE NEXT HIGHER CADE. 4. MICKEPTIONAL PERSON WHO IS ONE OF THE FEW WHO SHOULD BE CONSIDERED FOR RAPID ADVANCE. MENT.	D. DIRECTIONS: Consider everything you know about this person is making your ratingskill in job duties, conduct on the job, personal characteristics or habits, and special defects or talents. 1. Definitely unsuitable - He should be separated. 2. Of coustful buitabilityHould not have accepted him if I had known heat I know how. 3. A Darely acceptable employeeDefinitely below average but with no meannesses sufficiently outstanding to marrant his separation. 4. A Typical employeeHe displays the same suitability as most of the people I know in the organization. 5. A fine employee. has some outstanding strengths. 6. An unusually strong person in terms of the requirements of the organization. 7. Excelled by only a few in suitability for bork in the organization.



CENTRAL INTELLIGENCE AGENCY

WASHINGTON 25, D. C.

OFFICE OF THE DIRECTOR

1 5 JUL 1955

SUBJECT:		Notification of	Mambarahin	in the	Cania.	Cinil
MEMORANDUM	FOR:					

- 1. On behalf of the Director of Central Intelligence, it gives me pleasure to inform you that your application for membership in the Career Staff has been accepted by the CIA Selection Board. The effective date of your membership is 1 July 1954.
- 2. Please indicate that you have received this notification by signing in the space provided below and return it to the Head of your Career Service. He will forward it to the Executive Director of the CIA Selection Board.
- 3. Because your membership in the Career Staff is classified information, it is necessary that this notification be conveyed to you in this manner. The application for membership which you signed has been endorsed on behalf of the Director of Central Intelligence by the Executive Director of the CIA Selection Board and placed in your permanent Official Personnel Folder.

FOR THE DIRECTOR OF CENTRAL INTELLIGENCE Harrison G. Reynolds Chairman, CIA Selection Board Carret Service Staff Office of Personnel 3 JAN 1956

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SECTION V

A. WHAT ARE HIS CUISTAMOING STRENGTHS PAGE brain power, ambition, determination, organizational ability, education, area knowledge, language ability, social polso, experience, agressiveness. Writes extremely well, effectively presenting complicated caterial. Scoply interested in his work, auxious to learn zero about it. Has unusually thereign grounding in tradecraft. Understands "policy" aspect of operations—relationaliss with other agrecies, etc—to such greater degree than others his grade and experience.

4%. DOES NOT REQUIRE STRONG AND CONTINUOUS SUPERVISION.

SO. A GOOD SUPERVISOR.

en with ity he has great charm when interested in using it, but has helincreasing of difficulties in relationships with office staff because of impression he gives of own in importance. Tends to blaze circumstance for personal failure to follow through on assignments affected by personal relations. Mants to be in sincer circles and tends to sulk when he fools he is not, or then things do not go entirely to his satisfaction.

dental ability, motivation, enthusians, tions which would not have been remarks	. GXPC.iOnec. fir millelith all ethor considers
Only that in the sense that an outstand vision at all times to see that in car	
E. WHAT 18410100 US 100 RECOMMEND FOR THIS INDIVIDUAL!	
Any airenced operations training thich h	e ray not have had.
Subject is an outstanding young officer.	
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	in the most appropriate box under subsections A.B.C.4D
A. DIRECTIONS: Consider only the shill with which the person has performed the duties of his job and rate him accordingly.	Co DIRECTIONS: Beed upon what he hee soid, his actions, and any other indications, give your opinion of this person's attitude toward the organization.
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UNDER NO CIRCUMSTANCES IS THIS REPORT TO BE SHOWN TO THE EMPLOYEE REPORTED ON CONFIDENTIAL

COMPLETITIAL

2. Subject's weaknesses, which because of his outstanding ability and promise are rather magnified in this assessment, lie mainly in his occasionally faulty human relations. Subject rejects much of the social life which is customarily associated (although not necessarily for the best) with Kubark field posts. His interests, aside from his work, are primarily intellectual and artistic. These interests, coupled with his at best pro forms fulfilling of the customary Kubark social protocols, definitely weaken his relationship with the rest of the staff.

3. Subject comes from a service environment and was himself when very young. This early environment and training has, probably without Subject's being aware of it, caused him to expect of others a devotion to duty and self discipline which is rarely to be found. These high standards have caused Subject to discount to some degree the abilities of the clerical staff and, to a lesser degree, other junior personnel.

- It. A second weakness probably results from Subject's consistently successful career. He has, without any effort on his own part, frequently if not invariably found himself closely associated with "management" and regarded by the "management" as being unusually talented. This has caused him to expect his work to receive special attention which is not always warranted. When this does not happen, he tends to pout.
- 5. There is no question in the writer's mind but what Subject would be an outstanding addition to any office in the Agency. He has, as far as can be seen now, an unlimited growth potential. His minor faults will correct themselves with maturity and increasing experience.

Marian de la constante de la c

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A chment to EAVA-1351

KAPOK .

23 September 1953

1. Subject has completed a two-year tour at VOB and after home leave has returned here for another two years.
2. Subject has a notably orderly mind, unusual intelligence, and a remarkable interest in his work. He is able to handle a variety of tasks at
one time. Although Subject has had a variety of agent-handling experience,
We believe this will give him the experience and depth necessary to support his already good theoretical knowledge
Subject is extremely well disciplined personally. Unfortunately and unrealis-
tically, he sometimes expects other persons to have similar self-discipline.
He also tends in other ways to disregard the human elements ever present in
intelligence operations. However, there is no question in my mind but what
additional experience will cure both of these very minor faults.
3. I have every reason to believe that Subject will be ready
Martin 2. Woolled

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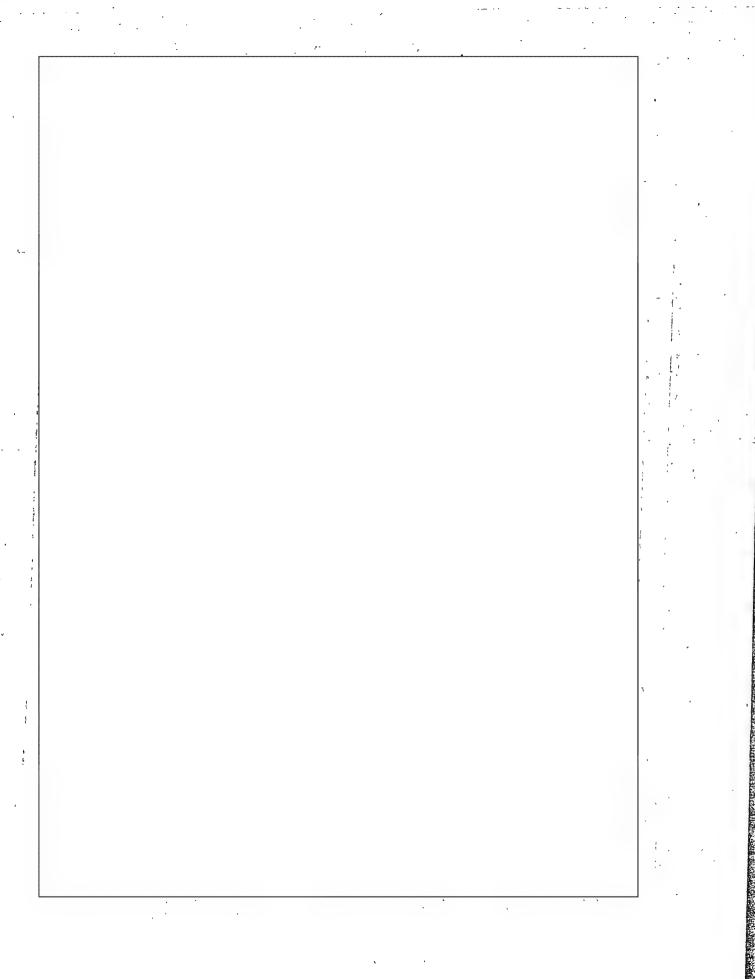
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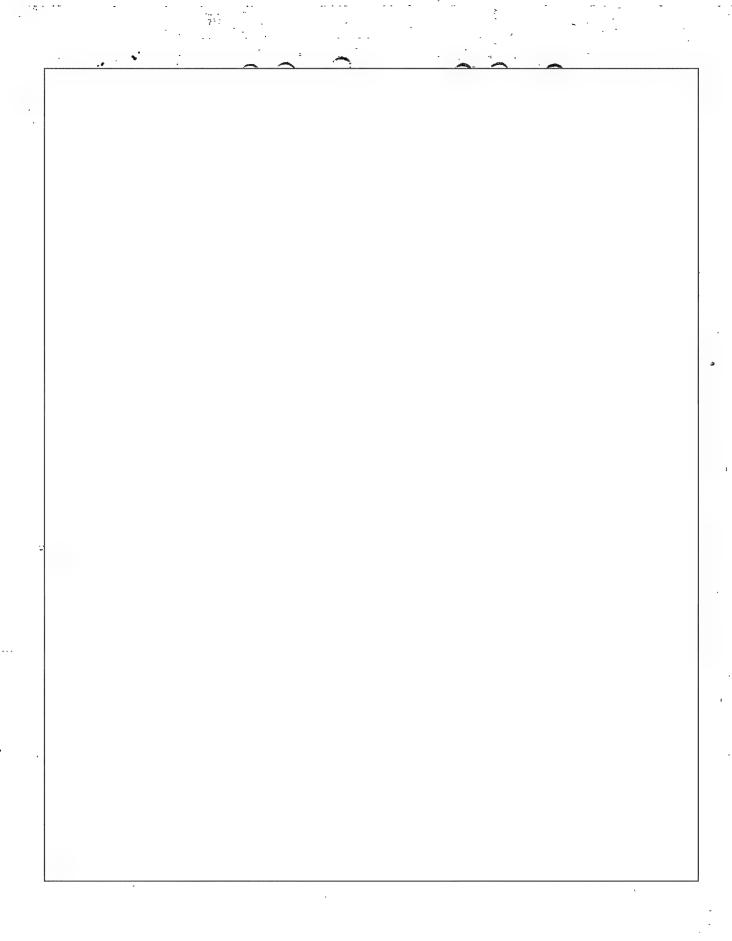
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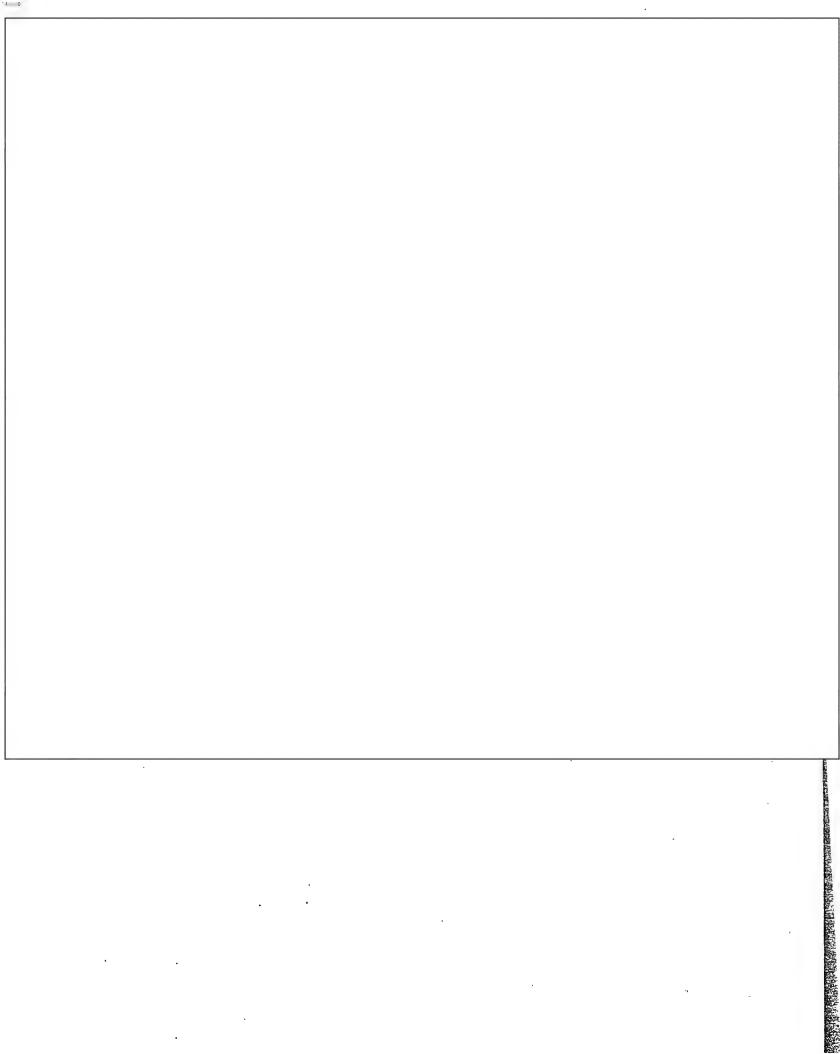
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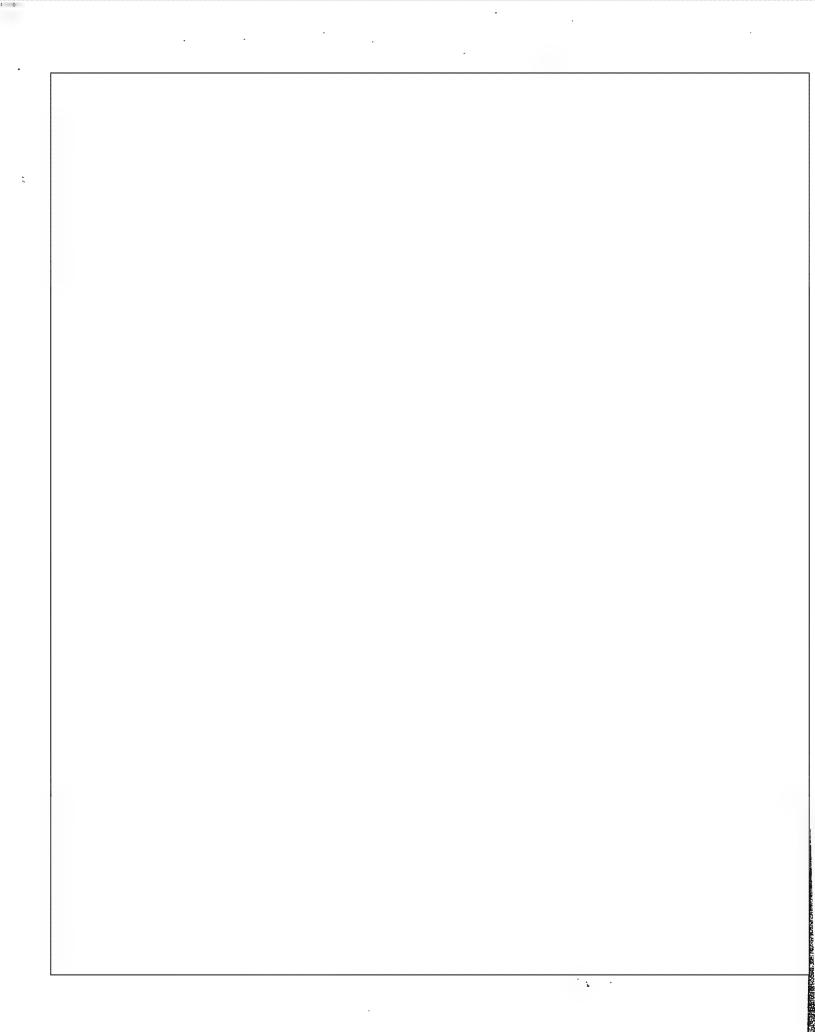
FILE COPY OF STANDARD FORM 56 "AGENCY CERTIFICATION OF INSURANCE STATUS— FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM"

on file with the Retirement Operations Branch,
Office of Personnel (x3257).









ELECTION, DECLINATION, OR WAIVER OF LIFE INSURANCE COVERAGE FEDERAL EMPLOYEES GROUP LIFE INSURANCE PROGRAM

IMPORTANT
AGENCY INSTRUCTIONS
ON BACK OF ORIGINAL

TO COMPLETE THIS FORM-

FOLLOW THESE GENERAL INSTRUCTIONS:

- Read the back of the "Duplicate" carefully before you fill in the form.
 Fill in BOTH COPIES of the form. Type or use ink.
- · Do not detach any part.

7		ING INFORMATION	BELOW (please print or type):
-	NAME (last)	(first) GLOY (midd	(Be) DATE DE RIRTH (month day waar) SOCIAL SECURITY NUMBER
	EMPLOYING DEPARTMENT OF	AGENCY	LOCATION (City, State, ZIP Code)
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9	MARK AN "X" IN ONE OF	THE BOXES BELOW (do NOT mark more than one):
J	Mark here if you WANT BOTH optional and regular insurance (A)	ELECTION OF OPTIONAL (IN ADDITION TO REGULAR) INSURANCE I elect the \$10,000 additional optional insurance and authorize the required deductions from my safary, compensation, or annuity to pay the full cost of the optional insurance. This optional insurance is in addition to my regular insurance.
	Mark here if you DO NOT WANT OPTIONAL but do want regular insurance	DECLINATION OF OPTIONAL (BUT NOT REGULAR) INSURANCE I decline the \$10,000 additional optional insurance. I understand that I cannot elect optional insurance until at least I year after the effective date of this declination and unless at the time I apply for it I am under age 50 and present satisfactory medical evidence of insurability. I understand also that my regular insurance is not affected by this declination of additional optional insurance.
	Mark here if you WANT NEITHER regular nor optional insurance (C)	WAIVER OF LIFE INSURANCE COVERAGE I desire not to be insured and I waive coverage under the Federal Employees Group Life Insurance Program. I understand that I cannot cancel this waiver and obtain regular insurance until at least I year after the effective date of this waiver and unless at the time I apply for insurance I am under age 50 and present satisfactory medical evidence of insurability. I understand also that I cannot now or later have the \$10,000 additional optional insurance unless I have the regular insurance.

SIGN AND DATE, IF YOU MARKED BOX "A" OR "C", COMPLETE THE "STATISTICAL STUB," THEN RETURN -	FOR EMPLOYING OFFICE USE ONLY
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MEMORANDUM OFUNDERSTANDING

I hereby acknowledge that I have read and understand the contents of Handbook 20-4, Employee Conduct, dated 29 August 1961.

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TRAINING EVALUATION

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(7)	Operational planning			26
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Standard form 61 (Devices Appl. 1, 1985)
Promulgated by Civil Sepice Commission
Chapter as Federal Personnel Manual

CIA

APPOINTMENT AFFIDAVITS

IMPORTANT—Before swearing to these appointment affidavits, you should read and understand the attached information for appointee

ADVISORY COUNCIL

· L			do solemnly swear (or affirm) that
A: OAT	H OF OFFICE		
I v domest withou	vill support and defend the Consti ic; that I will bear true faith an	d all	n of the United States against all enemies, foreign and egiance to the same; that I take this obligation freely evasion; that I will well and faithfully discharge the ter, SO HELP ME GOD.
B. AFFI	DAVIT AS TO SUBVERSIVE ACTIVITY	ANI	AFFILIATION
that ad unconst Constit	m not a Communist or Fascist. vocates the overthrow of the Gov titutional means or seeking by for ution of the United States. I do no a member of such organization	I do ernm ce or furt	not advocate nor am I a member of any organization ent of the United States by force or violence or other violence to deny other persons their rights under the her swear (or allirm) I will not so advocate, nor willing the period that I am an employee of the Federal
C AFFIR	DAVIT AS TO STRIKING AGAINST T	HF F	TERAL GOVERNMENT
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D. AFFII	DAVIT AS TO PURCHASE AND SALE	OF O	EFICE
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F AFFIN	AVIT AS TO DECLARATION OF APP	ÁINT	F#
The dated which I	e answers contained in my Appl 11 May 1950, 19 have reviewed, are true and correct appointee on the reverse of this fo	icatio , fil t as c	on for Federal Employment, Form NoSF-57_, ed with the above-named department or agency; of this date with the exceptions noted in the Declaration (If no exceptions, write "None" on the Declaration
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Subscribe	d and sworn before me this24		day of July , A. D. 1950,
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NOTE.	If the oath is taken before a Notary be shown.	Pub	lic the date of expiration of his commission should
	De shuwh.		2866100-8

DECLARATION OF APPOINTEE

This form is to be completed before entrance on duty. Question 3 is to be answered in all cases, otherwise answer only those questions which require an answer different from that given to the corresponding questions on your application form. If no answers are different, write "NONE" in Item 10, below. Any false statement in this declaration will be grounds for cancellation of application or dismissal after appointment. Impersynation is a criminal offense and will be prosecuted accordingly.

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CENTRAL INTELLIGENCE AGENCY 2430 E STREET NW. WASHINGTON 25, D. C.

Date 24 July 1950

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Dear		· MEAN · · ·	
		of you that the United States Covernment as rentelligence Agency, has accepted your employment.	
•	Positions	Intelligence Officer GS-9	
_	Base Salary:	GS-9,, \$4600.00 per annum	
2	You will be:		•
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1.		for travel expenses in accordance with CIA Regulations, as amended	
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for a deither you wil	ng courses prescri total period of si training or perfo	conditioned upon satisfactory completion of the bod by CIA and satisfactory performance of dut ix months from date of employment. In the even remance of duty is deemed unsatisfactory by CIA or types of employment if available, or your ented.	ty it 1,
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I accep	t the above agree		
	Daniel Commission	24 July 1950	

Form Mo. 51-105 June 1948

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SECTION 11	ariananas esaise	PERSON TO BE NOTIFIE	D'IN CASE OF EMERO		AT I ON SHIP	
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IMPLOYER'S OR E	USINESS ADDRESS (No	Street, City, Sta	te. Country)			
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LHSION , OF COMPEN	SATION FOR MIS (FARY OR NA	AL SERVICE? YES Z NO	,
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THOUT REFERENCE	TO YOUR SALARY, STATE OFF	R SOUNCES OF RECURRENT INCOME NOT INDICATE	ED BY PRECEDING ITEMS.
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	SECTION	A CONT	INUED FRO	M PAGE	₹.				
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	NAME OF REGION OR COUNTRY	TYPE OF SPECIALIZED KND		OATES OF RESIDENCE. TRAVEL, ETC.			STUDY	
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						X	X	·
								This section is
	2. INDICATE THE PURPOSE OF VIS	T, RESIDENCE OR TRAVEL FO	R EACH	OF THE REGIONS OR COUN	TĀIES L	ISTED AD	0 A E	
	Residence with fam areas, 1957-50.	ily in 20's; graduat	te sti	ify and tourist to	avel	in oth	er"	-
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į.	B: LIST BELOW ANY FOREIGN REGIS ASSIGNMENT OF ACTIVITY.	S OR COUNTRIES OF SHICH	YOU HAY	E GAINED ENOULEDGE AS	A RESULT	OF ORGI	MIZATION	1
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	ECTION IX TYPING (#.P.W.) 12-100PTAL00	TYPING AND ST						
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	LIST ALL HORRIES AND SPICES IN EACH tennis (2002), hunting (Zeir),	golf (fair), swimmi	SEAME A	CLIVICE GARTICIPATER	indicat), Bki	ing (f	air)	CV
	HOUSER AND SPECIAL SCALIFIC POSITION OR TYPE OF MOPE			,	4	٠	,	
	EXCLUSING FOUPPERT BOTED IN CHINES SUCH AS CASPATION OF S	SORTHAVE RADIO, MULTILITH	, TURPE	T LATHE, SCIENTIFIC AND	PROFES	SIGNAL D	EVICES.	ETC.
4.	IF YOU ARE A LICENSED OR CENT Larges, CPA, Medical Factorics REGISTRY DUMBER, IF ENDING,	ifted member of any trace on the al	CR PRO	FESSION (PILOT, Blociti LICENSE OR CERTIFIÉITE.	CIMP, R. NAME G	adio Ope Fissoik	FATOR, TO S STATE,	AND
5.	FIRST LICENSE OR CERTIFICATE (6- LAT	EST LICENSE OR CERTIFIC	ATE (YOU	15 0/ (4)	u+)	

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₩ .			SECTION	-X CONFIGUED FROM PAIS &
	7.	INDICATE TITLE, PUBLICATION DATE, AND sector novels, short stories, etc.;	TYPE OF	ICH YOU ARE THE AUTHOR (Do not subsit copies unless requested). REITING (You fiction, ecientific articles, general interest sub- And published
		Intornational Protection of	Natio	nal Minorities, 1950 (book written/as doctoral
1		INDICATE ANY DEVICES WHICH YOU HAVE IN	SENTED AN	dissertation of not they are parented
		None.		
Ì		LIST ANY PUBLIC SPEAKING AND PUBLIC RES	ATIONS E	RPERIENCE .
		None.		
	10	LIST ANY PROPESSIONAL, ACADEMIC OR HON MEMBER. LIST ACADEMIC HONORS YOU HAVE	ORARY AS	SOCIATIONS OR SOCIETIES IN WHICH YOU ARE NOW OR WERE FORMERLY A. O.
	-	None.	*,	
• [CE LAST COMPLETION OF A PERSONNEL QUALIFICATIONS QUESTIONNAIRE
ı			i	E 3. OFFICE/DIVISION/SRANCH OF ASSIGNMENT
1	-	July 1950-June 1951.		Advisory Council and FDM German and Austrian
1	_	SUPERVISION O	3. 07.	sons rootifed title.
	٠,	4- DESCRIPTION OF DUTIES		9
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ľ	-	1. INCLUSIVE DATES (From- and To-)	2. GRADE	3. OFFICE/DIVISION/BRANCH OF ASSIGNMENT
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1		4. NO. OF EMPLOYEES UNDER YOUR DIRECT SUPERVISION 11-5		off cer and Chief, CE Austria
ı	2	6. DESCRIPTION OF DUTIES		
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	1	6. DESCRIPTION OF BUTIES		
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Γ		DESCRIPTION OF DUTIES P		•
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s	4	NO. OF EMPLOYEES UNDER YOUR ORRECT SUPERVISION	OFFICE	AL POSITION TITLE
l	8	DESCRIPTION OF BUTTES		*
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NUMBER OF CHILDREN (Inclusion despised children) and Under 21 Years of ASE, AND SUPPORTING. PROVIDE THE FOLLOWING 18F0	ARE NOT SELF.		THE LR TRUPPI THE LR TRUPPI DE AGE, MID.	THER DEPENDENCE SEPPERENCE, SE DW VOU FOR AT DRT, OR, CHILD TRE NOT SELF.	TS (Including spouse, ster, etc.): LEAST 505 OF MEN OVEN 21 YEARS LPPORTING.	C
· NAME	PELATIONSHIP	YEAR OF BIRTH	SEX /	C1712CHSH1P	ADDRESS	
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t. NME (Last-First-Widdle)		(7-24)	·	**************************************	2 DATE OF DIR	(45 · 30)
5. (RN-5) 409 (91 · 99)		4. TODAY'S DATE		291	Is.	
		JUNE	17	1957	1 114,	FE NO PROFICIENCY T PORCIGN LANGUAGE
		PART II-LANGUAG	È DENE	nTS.		
SECTION A.	indiquide (Fallistie	Pending ((40)	*	'ly	
I CAN READ TEXTS OF ANY DIFFER	cultý, ó	P A GENERAL HATURE	OR IN	FIELDS I AM	FAMILIAR WITH,	USING THE DICTIONARY
2. SICTIONARY OCCASIONALLY.	ES OF DI	FFICULTY, OF A GEN	ERAL VA	TURE OR IN F	IELOS I AM FAUI	LIAN WITH, USING THE
I CAN READ TEXTS OF AVERAGE DI	FFICULT	у (поварароги, се/	erence :	vaterials. o	eć.), USING THE	DICTIONARY
4. I CAN READ SIMPLE TEXTS, SUCH	AS STAF	ET BIGNS. NEWSPAPE	A HEADL	INES. ETC.,	USING THE DICTIO	SMARY FREQUENTLY.
S. I HAVE NO READING ADILITY IN T	HE LANG	UAGE.		·	Maryo-miran ampampo-a-a-animo-ai-a-a-animo	
SECTION B.	ad-Arminos, variations	Writing (41)	eller sie er les et volule lagranistense		
T CAN WRITE PERSONAL LETTERS A CRITE FACTUAL HARPATIVE AND EXNATIVE STYLE. USING THE DICTION	POSITOR	Y MATERIAL WITH RE				
T CAN WRITE PERSONAL LETTERS A RARELY. I CAN WRITE FACTUAL N ERGORS, BUT IN A STYLE BHICH M	ARRATIV	C AND EXPOSITORY W.	ATER(AL	WITH REASON	ABLE CLARITY, AI	DISTIGNARY ONLY THE FEW GRANNATICAL
i Can write personal Letters as 3. But with occasional winor grams occasionally.	ND SIMIL	AR SIMPLE MATERIAL ERRORS AND IN ÖBYT	WITH CUSLY F	REASONABLE S CREIGN, AWKE	SUCCESS 1% CONVE	YING MY MEANING, G THE DISTIONARY
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5. I CANNOT WRITE IN THE LANGUAGE.					٠,	
SECTION C.		Pronunciation	(42)	~		
15 MY PROBUNCIATION, 13 MATIVE.			, "		<u>.</u>	
2. WHEE NATIVES CAN DETECT AN ACC			-	C NO DÍFFICU	LTY UNDERSTANCES	15 WE.
3. WY PROMUNCIATION IS OBVIOUSLY F	OREIGN.	BUT ONLY MARELY C	•	IFFICULTY FO	PERATIVES TO Uni	ERSTAND.
4.) MY PROMUNCIATION IS OCCASIONALL	v biffi			TAND.		,
5- 2 MAYE NO SEILL IN PRONUNCIATIO	Α.					
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CONTINUATION OF PART II-LANGUAGE ELEMENTS SECTION D. Speaking (43) I SPEAR FLUENTLY AND ACCURATELY IN ALL PRACTICAL AND SOCIAL SITUATIONS: & CONVERSE FREELY AND EDIDMATICALLY IN ALL FIFEDS WITH WHICH I AM FAMILIAN. 1 SPEAK FLUENTLY AND ACCUPATELY IN NEARLY ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONVERGE IN MOST FIFLDS BITH BMICH I AM FAMILIAR AND I IMPLOY BONE POPULAR SAYINGS, LITERARY QUOTATIONS, AND LOWNON PROVIERS. 3. I GET ALONG QUITE WELL IN BITUATIONS OF DAILY LIFE AND TRAVEL AND CAN CONDUCT BOUTINE BUSINESS IN PARTICULAR FIELDS I MANAGE TO GET ALONG IN THE WIRT COMICH SITUATIONS OF DRILY LIFE AND TRAVEL. I HAVE NO ABILITY TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS. SECTION E. (hderstanding (44) I UNDERSTAND NON-TECHNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE-TO-FACE AND ON THE TELEPHONE: I UNDERSTAND NEARLY EVERYTHING I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES. I UNDERSTAND NON-TECHNICAL CONVERSATION ON NEARLY ALL SUBJECTS. BOTH FACE TO-FACE AND ON THE TELEPHONE: I UNDERSTAND MOST OF WHAT I HEAR ON THE NADIO AND AT THE MOVIES, PLAYS, AND LECTURES, INCLUDING WAST JORES AND I UNDERSTAND NEARLY ALL CONVERSATION ON TOPICS OF DAILY LIFE AND TRAVEL, BOTH FACE-TO-FACE AND ON THE TELE-PHONE- I UNDERSTAND MUCH OF WHAT I HEAR ON THE HADIO, AND AT THE MOVIES, PLAYS, AND LECTURES. I UNDERSTAND THE SIMPLEST CONVERSATION, BOTH FACE-TO-FACE AND ON THE TELEPHONES I UNDERSTAND SOME OF WHAT I HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AND LECTURES. 5. I AM NOT ABLE TO UNDERSTAND THE SPENIN LANGUAGE. BEFORE CONTINUING - CHECK PART II TO ENSURE THAT YOU HAVE CIRCLED ONE NUMBER PER SECTION. PART III-EXPERIENCE AS TRANSLATOR OR INTERPRETER (45) 1. I HAVE HAD EXPERIENCE AS A TRANSLATOR. I HAVE HAD EXPERIENCE AS AN INTERPRÈTER. SOTH OF THE ABOVE STATEMENTS APPLY. NONE OF THE ABOVE STATEMENTS APPLY. PART IV-CERTIFICATION-I CERTIFY THAT THE INFORMATION GIVEN ABOVE IS TRUE AND ACCURATE TO THE BEST OF MY KNOWLEDGE AND BELIEF. THIS CERTIFICATION CONSTITUTES MY APPLICATION FOR A MAINTENANCE ANARO PROVIDED I AN ELIGIBLE UNDER THE TERMS OF REGULATION NO. 25-175. PAR. ISC(2). I UNDERSTAND THAT I MUST, PASS AN OBJECTIVE LANGUAGE-PROFICITIVE TEST BEFORE I BECOME ELIGIBLE FOR AN MARKE, AND THAT INSESPECTIVE OF THE DATE OF LESTING, ANNUAL MAINTENANCE ANAROG WILL BE CUMULATIVE AS OF THE ANNIVERSARY DATE OF COMPLETING THIS FORM. DATE SIGNED STUN June 1957 17 1461

Contraction (1)

SECRET: 11-87 LANGUAGE DATA RECORD PART 1-GENERAL i. name (Last-Frest-Widdle) Z. DATE OF BIRTH 4. TODAY'S CATE 3. LANGUAGE 131-211 124-291 HAVE NO PROPICIENCY IN ANY POREIGN LANGUAGE 1957 June 17 PART II-LANGUAGE ELEMENTS SECTION A. Realing (40) I CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL WATCHE OR IN FIELDS I AM FAMILIAR WITH, USING THE DICTISAPPO ONLY RARELY. CAN READ TEXTS OF MOST GRADES OF DEFFICULTY, OF A GENERAL NATURE OR IN FIELDS & AM FAMILIAN BITH, USFOG PAF 3. I CAN READ TEXTS OF AVERAGE DIFFICULTY (Newspapers, reference materials, etc.), USING THE DICTIONARY PREGUENTLY. 4- I CAN READ SIMPLE TEXTS, BUCH AS STREET BIGNS, NEWSPAPER MEADLINES, ETC., USING THE DICTIONARY PREDUPCTOR. 5. I HAVE NO READING ABILITY IN THE LANGUAGE. SECTION B. Writing (41) I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL WITH COMPLETE SUCCESS WITHOUT USING THE DICTIDUARY. I THE WRITE FACTUAL NARRATIVE AND EXPOSITORS MATERIAL WITH REASONABLE CLARITY, WITH VERY FEW GRAMMATICAL EARSING, TO MATERE STYLE, USING THE DICTIONARY DOLY WARLLY. I CAN GRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL BITH COMPLETE SUCCESS. USING THE DICTIONARY OSCIPRARELY. I CAN WRITE FACTUAL MARGATIVE AND EXPOSITORY MATERIAL WITH HEASONABLE CLARITY, WITH FEW GRAMMETISCAL ERRORS. BUT IN A STYLE WHICH MAY NOT BE NATIVE, USING THE DICTIONARY OCCASIONALLY. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE WATERIAL, WITH HEASONABLE SUCCESS IN CONVEYING MY MEASING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND BY OBVIOUSLY POREIGN, ARREAD STYLE, USING THE DICTIONARY GCCASIUNALLY. I CAN MALIE PERSONAL LETTERS AND TIMILENT SIMPLE MATERIAS, BUTH REASONABLE SUCCESS IN CONVEYING MY MERGISS, BUT WITH MANY GRAMMATICAL ERRORS AND IN A YERY FOREIGN, ANDROED STYLE, USING THE DICTIONARY FREQUENTLY. 5. I CARNOT RRITE IN THE LANGUAGE, SECTION C. Pronunciation (42) MY PROMUNCIATION IS MATIVE.

10 am 40. HAAC

I HAVE NO SELLE IN PRONUNCIATION.

3.

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WHILE NATIVES CAN DETECT AN ACCENT IN MY PROBUNCIATION THEY HAVE NO DIFFICULTY UNDERSTANDING WE.

WY PROMUNCIATION IS OCCASIONALLY DIFFICULT FOR NATIMET TO UNDENSTAND.

WY PROMUNCIATION IS GOVIOUSLY FOREIGN, BUT ONLY PARKLY CALSES DIFFICULTY FOR NATIVES TO UNDERSTAND.

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	CONTINUATION OF PART II-LANGUAGE ELEMENTS	
SECTION D.	Speaking (43)	
	TLY AND ACCUMATILY IN ALL ERACTICAL AND SUCIAL BITUATIONS: I CONVERSE PREELY INC INTENAT BITH WHICH I AM FAMILIAN,	1C4LLY
2. SPEAR FEUEI RETH WHICH S	TLY AND ACCUPATELY IN REPORT ALL PRACTICAL AND SOCIAL SITUATIONS: I CAN CONTERSE IN MOST AN EAMILIAN AND I EMPLOY SOUR POPULAR SAYINGS, LITERARY QUUTATIONS, AND COMMON PROVIDEDS.	FIELQS
3.) I GET ALONG OU	ITE BELL IN SITUATIONS OF DAILY LIFE AND FRANCE AND CAN CONDUCT ROUTINE BUSINESS IN FARTICUL	AR FIELD
4. I MANAGE TO	T ALONG IN THE MOST COMMON SITUATIONS OF DAILY LIFE AND TRAVEL.	
S I HÂVE NO ABI	TTV TO USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	
SECTION E.	Unlesstanding (44)	
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3. I UNDERSTAND	IEARLY ALL CONVENSATION ON TOPICS OF DAILY LIFE AND TRAVEL," BOTH FACE-TO-FACE AND BY THE ISTAND NUCH OF MART I MEAR ON THE RADIO, AND AT THE MOVIES, PLAYS, AND LECTURES.	7646•
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,	PART 111-EXPERIENCE AS TRANSLATOR OR INTERPRETER (95)	
T HAVE HAD EXP	CRICHCE AS A TRANSLATOR.	
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	PART IV-CERTIFICATION	
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SECRET 11-01 LANGUAGE DATA RECORD PART I-GENERAL I. HAME (Lost-First-Widdle) (7-24) 2. DATE OF BIRTH (31 · A31 4. TODAT'S DATE 134-381 I MAYE NO PROFISIENCY IN ANY FOREICH LANGUAGE JUNE 1957 PART II-LANGUAGE ELEMENTS SECTION A. Reading (40) 1. CAN READ TEXTS OF ANY DIFFICULTY, OF A GENERAL NATURE OF IN FIFLDS I AM FAMILIAR WITH, USING THE DICTIONARY I CAN READ TEXTS OF MOST GRADES OF DIFFICULTY, OR A GENERAL NATURE OR IN FIELDS I AN FAMILIAP WITH, USING THE I CAN READ TEXTS OF AVERAGE DIFFICULTY (nonapapara, reference neteriole, etc.). USING THE CICTIONARY 4. I CAN BEAD SIMPLE TEXTS. SUCH AS STREET SIGHS, NEWSPAPER HEADINGES, ETC., USING THE DICTIONARY FORWEATLY, 5. I HAVE NO READING ABILITY IN THE LANGUAGE. Writing (41) SECTION B. I CAN WRITE PERSONAL LETTERS AND SIMILAR MATERIAL SITE COMPLETE SUCCESS WITHOUT USING THE DISTIGNARY. I CAN WRITE FACTUAL NARRATIVE AND EXPOSITORY NATURAL WITH PLASOMABLE CLARITY, WITH VERY SEW GRAMMATICAL REPUSPS, IN NATURE STYLE, USING THE DISTIGNARY ONLY BARRLY. I CAN WRITE PERSONAL LETTERS AND GIVILAR SIMPLE MATERIAL WITH COMPLETE SUCCESS. USING THE DICTIONARY ONLY RARELY. I CAN PRITE PACTUAL NARRATIVE AND EXPOSITORY MATERIAL WITH PLANSMABLE CLARITY, BITH FEW SHAMMATICAL ERRORS, BUT IN A STYLE WHICH MAY 401 BE NATIVE, USING THE DICTIONARY OCCADIONALLY. 2. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MAJERIAL, BITH PERSONAGE SUCCESS IN CONFERING OF MEANING, BUT WITH OCCASIONAL MINOR GRAMMATICAL ERRORS AND ER OBVIOUSLY PAREIGN, ARREAD STYLE, USED THE SECTIONARY OCCASIONALLY. I CAN WRITE PERSONAL LETTERS AND SIMILAR SIMPLE MATERIAL, WIFE PEASONABLE SUCCESS IN CONVEYING OF MEASONS, BUT WITH MANY GRAMMATICAL ERRORS AND IN A VERY FOREIGN, ARREADS STYLE, USING THE DISTRIBUTE PRESIDENCE. 5. I CANNOT WRITE IN THE LANGUAGE. Promociation (42) SECTION C. (i.) MY PRONUNCIATION IS NATIVE WHILE NATIVES CAN DETECT AN ACCENT IN MY PROMUNCIATION THEY HAVE NO GIFFICULTY UNDERSTANSING ME. 3. MY PRONUNCIATION IS ORVIOUSLY FOREIGN, BUT CHLY MAPELY CAUSES DISFICULTY FOR MATIVES TO CODERSTAND, 4. MY PROMUNCIATION IS OCCASIONALLY DIFFICULT FOR MATINES TO UNDERSTANG. 5. I HAVE NO SKILL IN PRONUNCIATION. CONTINUE ON REVERSE SIDE

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SECTION D.	Speaking (43)	« · · ·
1 SPEAR FLUFNILY AS IN ALL FIELDS BITH	O ACCURATELY IN ALL PRACTICAL AND SOCIAL BITUAT HICH I AM FAMILIAN.	TIONS: 1 CONVERSE PREELY AND IDIOMATICALLY
2. I SPEAK PLUENTLY AN	ACCUPATELY IN WEARLY ALL PRACTICAL AND SOCIAL LIAR AND I EMPLOY SOME POPULAR SAYINGS, LÍTERA	STUATIONS I CAN CONVERSE IN MOST FIELDS BY QUOTATIONS, AND COMMON PROYERSS.
3. I SET ALONG QUITE WEL	L IN SITUATIONS OF DAILY LIFE AND TRAVEL AND CAN	CONDUCT ROUTINE BUSINESS IN PARTICULAR FIELS
4. I MANAGE TO GET ALON	G IN THE MOST COMMON SITUATIONS OF DAILY LIFE	AND TRAVEL.
.5. I HAVE NO ABILITY TO	USE THE LANGUAGE IN ANY OF THE ABOVE RESPECTS.	·
SECTION E.	the forestanding (44)	
I UNDERSTAND NON- TE NEARLY EVERYTHING I	NNICAL CONVERSATION ON ALL SUBJECTS, BOTH FACE HEAR ON THE RADIO AND AT THE MOVIES, PLAYS, AN	TO FACE AND ON THE TELEPHONE: 1 UNDERSTAND ID LECTURES.
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,	PART III-EXPERIENCE AS TRANSLATOR OR INTER	PRETER (%5)
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	PART IV-CERTIFICATION	
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ationp , are you now, or have you ever deen a member of any organizat	X778		SPECIAL INSTRUCTIONS FOR CLAIMING VETERAN PREFERENCE A. If you are claiming preference as a PEACETIME VETERAN who ?
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NEW PROCESS OF ACTS OF FORCE OR VIOLENCE TO DENT OTHER PLANS.	763	K	CSC Form 14, regetter with proof specified therein. 1. If you are a WAR-TIME VETERAN not claiming disability preference with this spoilestion. Preference we
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Hyour answer to question 27, 28, or 29 above is "yes," ar- Item 39 the names of all such organizations, associated	470		tion from active service in the armed forces of the United States in time of w
ovements, groups, or combination of persons and drives embership. Give complete details of your ectivity	295		37 (A) WERE YOU EVER IN THE UNITED STATES MILITARY OR MAVAL SPRVICE DURING TIME OF WART
erein and make any explanation you desire regards ur maniheratup or activities therein	24		IN 15 THE WORD "HONGRAGE E" OR THE WORD "SATISFACTORY" USED IN YOUR DISCHARGE OR SETARATION PAPERS TO SHOW THE TYPE OF YOUR
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belief, and are made in good faith, se statement on this application	MUDE C	P 455	LICANT
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PERSONAL HISTORY STATEMENT

SEC. 1. PEF	RESONAL BACKGROUND Telephone: FULL NAME Mr. One No. Min. One No. One No. Min. One No. One No. Min. One No. One
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SEC. 18. GIVE THREE NEIGHBORS AT YOUR LAST NORMAL RESIDENCE IN THE U.S. — (Give residence and business addresses where possible.)

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SEC. 23. GENERAL QUALIFICATIONS

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SEC. 25.	PERSON TO	BE NOTIFIED II	N CASE OF EM	ERGENC	*: . *		
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SEC. 26.		FORMED THAT T INVESTIGATED		ESS OF A	LL STATE	MENTS	MADE HERE-
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SEC. 27. I CERTIFY THAT THE FOREGOING ANSWERS ARE TRUE AND CORRECT TO THE BEST OF MY KNOWLEDGE AND BELIEF, AND I AGREE THAT ANY MISSTATEMENT OR OMISSION AS TO A MATERIAL FACT WILL CONSTITUTE GROUNDS FOR IMMEDIATE DISMISSAL OR REJECTION OF MY APPLICATION.

SIGNED AT _				DATE	 May	1950
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USE THE FOLLOWING PAGES FOR EXTRA DETAILS. NUMBER ACCORDING TO THE NUMBER OF THE QUESTION TO WHICH THEY RELATE. SIGN YOUR NAME AT THE END OF THE ADDED MATERIAL. IF ADDITIONAL SPACE IS REQUIRED USE EXTRA PAGES THE SAME SIZE AS THESE AND SIGN EACH SUCH PAGE.

DATE OF REVOCATION

E'JR TICTI NOTI ICATION OF GREATING ER I'F REVOCATION OF STAFF CRYPTOGRAPHIC CLEARANCE (HR 90-4)

Section 18. J.

1. AN ENTRY IN ITEM (1) DENOTES THAT THE ABOVE NAMED INDIVIDUAL MAS BEEN GRANTED A STAFF CRYPTO-GRAPHIC CLEARANCE. AN ENTRY IN 187M (2) DENOTES THAT THE STAFF CRYPTOGRAPHIC CLEARANCE HELD BY THIS INDIVIDUAL HAS BEEN REVOKED. THE CLEARANCE, OR REVOCATION, IS TEPFCTIVE AS OF THE MONTH AND YEAR IMPRINTED—ABOVE, SUBJECT HAS BEEN BRIEFED OR DEBMIETED, AS APPROPRIATE, CONCERNING, CRYPTOGRAPHIC AND RELATED COMMUNICATIONS SECURITY MAIT BE AND HAS SHORD A BRIEFING-DEBRIFTING STATEMENT, AS APPROPRIATE, ACKNOWLEDGING RESPONSIBILITY FOR THE PROTECTION OF CRYPTOGRAPHIC INFORMATION, UPON BRYOCATION OF THE CLEARANCE SUBJECT IS NOT AUTHORIZED TO HAVE FURTHER CUSTODY OF, ACCESS TO, OR OTHER WISE GAIN FUTURE KNOWLEDGE OF STAFF CRYPTOGRAPHIC MATERIAL OR INFORMATION.

2. WHEN EMPLOYEE NO LONGER REQUIAES THE CLEARANCE IN CROER TO PERFORM HIS/HER ASSIGNED DUTIES, IT IS REQUESTED THAT THE COMMUNITATION'S SECURITY STAFF, OC, BE NOTIFIED SO THAT THE CLEARANCE MAY BE REVOKED.

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Office Memorandum • United States Government

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SECURITY APPRIVAL

To	: Personnel Officer	Date: 29 August 1949
From	: Chief of Inspection and Security	
Subject		
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1.	Note "X" below:	
X	Security approval is granted subject for ac information contingent upon the receipt of tion at some future date.	
g Date to the date of the date	Provisional clearance for full duty with CI the provisions of paragraph 4, Administrati which provides for a temporary appointment pletion of full security investigation.	ve Instruction 10-2,
X	Unless the applicant enters upon duty within date this approval becomes invalid.	n 60 days from above
2.	Your memorandum dated 1 June 1949 stated Su for the Advisory Council.	bject is an applicant
	Chief, Pers	onnel Security Division
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(D)		CONFIDENTIAL

FORM NO. 38-101

Pyr

RECORD OF PREVIOUS GOVERNMENT SERVICE RETURNED TO FEDERAL RECORDS CENTER IN ST. LOUIS, MO.

SUBJECT:	Request	for	Security	Clear	nice	for
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				*:		

- 1. It is requested that the security investigation be initiated on the above named person, who is being considered for a position with the Central Intelligence Agency.
- 2. Attached hereto are the required copies of the Personal History Statement.
- 3. Please notify this office in writing upon completion of the security investigation.

Chief, Personnel Branch

Attachments: 2 Forms 38-1

Sep 1948

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EPOPL PACE (SUTE DESDELSE) INDICATE ACCEPTABLETS OF RIGHTS SO, ACCEPTABLE FOR (APPECE ON E BARKT REMURRISO TO FORMITTE WOLF ACCEPTABLE SATASE HEAD MARKS PB/ASM	BUBJECT HELOW AND BHANCH)	BUILDING MY d'ÎM NRAS 39-3 & POPWLE S1	TITÜK AND GRÄDE D TO PERSONNEL ÜR	усы. гносункыкыт а рід і	254.
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2l: Fay 1951 Persongel Director, CIA MAN and MOS. FROI's PDS . SUDJECT: 1. It is recreated that permission of procured from the Marine Corps and the Celective Corvice for subject to Inavit the country on a two-year acceptant with this Agency in a train. 2. Release is the information on subje unit: Selective Cervice: Roard: Classification: Delective Cervice Number: \$19 Pome Middhess: l'arice Texerve: Renk eed Jerist Nu First Efeutenant - 31.7506 11th Parine Corps Accorde District Parine Reserve 3. Subject the been to Agency since 2h July 1950 and is unusually well claimed for a pulkingence work in Austria. If the above permissions are greated, subject will be sent inrediately to his assignment. id;h T. Curnigohar Acting Crief, FOF APPROVED: For the Assista Special Coerations

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11 November 1950

701	Sployees Division
VIAL	510
FROM: SUBJECT:	

was employed by this Agency on 2h July 150 as a Research that assigned to the Advisory Council. Since reporting for duty, he has been in the Training Courses and will complete the Advanced Operations course on 1 December 1950. During this period, however, it has been agreed that his qualifications could best be utilized as in Intelligence Officer in Germany, and the papers are my in requesting his transfer to FDM for that purpose.

work in the Training Quirgos has shown him to be unusually well qualified for intellighted work in Germany and that men of his caliber and backs and the still backy needed by the German Station is this expent can be arranged he will be sent to Germany as a 3-9 The alligence Officer at the earliest opportunity.

Autardibetura Richard Helms Chief, FDM

Attachment

APPROVED

W.S. Thung

SECURITY INFORMATION

2. Should the subject resign or otherwise be separated from CIA please notify this office immediately in order that this cancellation action may be revoked and the subject will be made a free agent. Acting Personnel Director Acting Personnel Director Circle of the Personnel Director notified on	HENOHANDUM FOR THE FILE OF		
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